S3870-1.5-U

Commonwealth of Massachusetts

Board of Library Commissioners

MASSACHUSETTS

PUBLIC LIBRARY DATA

Summary Tables and Graphs

FY93 Data

Finalized April 28, 1994

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Prepared with LSCA Title I funds

Preparation of this report was supported in part by the U.S. Department of Education. However, the opinions expressed herein do not necessarily reflect the position or policy of the U.S. Department of Education, and no official endorsement by the U. S. Department of Education should be inferred.

Introduction

The Summary Tables and Graphs Report (FY93) displays summaries of the data from the Personnel, Financial Statistics, and Circulation and Services Reports.

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* *There are 374 independent public libraries located in 351 municipalities.*

* *15 public libraries each operate a bookmobile.*

* *53 public libraries operate 119 branches.*

* *$17.78 is the average per capita appropriation for operating public library service.*

* *55% of public library trustees are elected by local voters. The remainder are*
  self-perpetuating (24%),
  appointed by municipal officials (18%), and
  other including ex officio (3%).

* *Massachusetts public libraries employ 3,600.9 full-time equivalent staff, based on a work week of 35 hours.*

* *1,124 library staff have MLS degrees as their highest educational level. This is 21% of all public library employees.*

* *An additional 1,107 library employees have a bachelor's degree as their highest educational level. This is another 21% of all public library employees.*

* *The average weekly hours data shown in the Circulation Report is based on duplicated hours; last years report was based on nonduplicated hours.*

Summary Reports
Table of Contents

Statewide Summary Report 2

Income and Expenditures Reports
- Operating Income, Appropriated Income & Operating Expenditures by Population Group . 4
- Operating Income, Appropriated Income & Operating Expenditures by Region 6
- Operating Income, Appropriated Income & Operating Expenditures by County 7
- Salary and Materials Expenditures by Population Group 9
- Salary and Materials Expenditures by Region 11
- Salary and Materials Expenditures by County 12

Library Holdings, Circulation and Services Reports
- Library Holdings & Circulation by Population Group 14
- Library Holdings & Circulation by Region 16
- Library Holdings & Circulation by County 17
- Hours Open and Full-Time Equivalencies by Population Group 19
- Hours Open and Full-Time Equivalencies by Region 21
- Hours Open and Full-Time Equivalencies by County 22

Salary Reports
- Hourly Salary Ranges by Population Group 24
- Hourly Salary Ranges by Region 26
- Hourly Salary Ranges by County 27

Education Levels
- Distribution of Education Levels by Population 30
- Distribution of Education Levels by Position 31

Graphs
- Population Served by Population Group 32
- Full-time Equivalencies and Number of Library Employees by Population Group 33
- Sources of Library Operating Income 34
- Library Operating Expenditures 35
- Total Library Operating Income by Population Group 36
- Per Capita Library Operating Income by Population Group 37
- Total Appropriated Municipal Income by Population Group 38
- Per Capita Appropriated Municipal Income by Population Group 39
- Total FY93 Circulation Activity by Population Group 40
- Per Capita FY93 Circulation Activity by Population Group 41
- FY93 Direct Circulation by Population Group 42
- Per Capita FY93 Direct Circulation by Population Group 43
- Non-Resident Circulation by Population Group 44
- Non-Resident Circulation as Percentage of Total Circulation Activity 45
- Registered Borrowers by Population Group 46
- Registered Borrowers as Percentage of Population 47
- Network Membership 48

Statewide Summary for Massachusetts Public Libraries, FY 86-93

(per capita figures in parentheses)

FY (a)	Total Operating Income (b) $	Appropriated Municipal Income (b) $	Total Operating Expenditures $	Salary Expenditures $	Materials Expenditures $	Holdings	Circulation	FTE (c)
86	83,435,131 (14.6)	78,917,786 (13.81)	80,587,387 (14.28)	55,030,976 (9.75)	13,238,022 (2.35)	27,560,842 (4.84)	32,066,913 (5.64)	3832.5
87	95,895,976 (16.61)	86,876,548 (15.05)	92,244,387 (16.09)	62,584,812 (10.92)	15,818,793 (2.76)	27,711,286 (4.82)	31,975,447 (5.56)	3985.9
88	105,196,059 (18.12)	95,411,511 (16.44)	101,624,046 (17.64)	69,730,286 (12.1)	16,925,579 (2.94)	27,977,472 (4.84)	33,113,039 (5.72)	4081.6
89	113,773,761 (19.64)	103,786,654 (17.92)	110,360,762 (19.13)	76,408,696 (13.25)	18,276,556 (3.17)	28,015,545 (4.8)	36,037,155 (6.18)	3996.1
90	116,991,584 (20.17)	106,471,234 (18.36)	114,118,840 (19.68)	79,859,284 (13.77)	18,577,019 (3.2)	28,019,307 (4.83)	36,867,370 (6.36)	3804.8
91	116,620,402 (20.02)	105,185,323 (18.05)	114,459,216 (19.64)	78,941,728 (13.58)	18,324,968 (3.15)	28,100,176 (4.84)	38,854,490 (6.69)	3480.0
92	116,020,754 (19.46)	102,916,887 (17.26)	113,587,262 (19.05)	77,703,901 (13.03)	17,936,574 (3.01)	28,466,352 (4.77)	40,660,012 (6.82)	3580.8
93	117,888,856 (19.97)	104,937,189 (17.78)	116,001,519 (19.65)	78,565,342 (13.31)	18,595,781 (3.15)	29,114,969 (4.89)	41,744,294 (7.01)	3600.9
% Change in per capita figures								
86-87	13.77%	8.98%	12.68%	12.00%	17.45%	-0.41%	-1.42%	4.00%
87-88	9.09%	9.24%	9.63%	10.81%	6.52%	0.41%	2.88%	2.40%
88-89	8.39%	9.00%	8.45%	9.50%	7.82%	-0.83%	8.04%	-2.09%
89-90	2.70%	2.46%	2.88%	3.92%	0.95%	0.63%	2.91%	-4.79%
90-91	-0.74%	-1.69%	-0.20%	-1.38%	-1.56%	0.21%	5.19%	-8.54%
91-92	-2.80%	-4.37%	-3.00%	-4.03%	-4.50%	-1.40%	1.89%	2.90%
92-93	2.65%	3.00%	3.17%	2.14%	4.73%	2.49%	2.88%	0.56%

Per capita figures are based on the population of municipalities served by responding libraries.

Statewide Summary for Massachusetts Public Libraries, FY 86-93

Population Served by Responding Libraries for Income, Expenditures, Holdings and Circulation

Fiscal Year	Income Indicators	Expenditure Indicators	Holdings & FTE Data	Circulation Data
86	5,712,808	5,644,946	5,689,982	5,689,982
87	5,773,247	5,732,683	5,747,823	5,747,823
88	5,804,080	5,762,320	5,785,750	5,785,750
89	5,831,920	5,767,930	5,790,260	5,790,260
90	5,799,610	5,799,610	5,796,300	5,791,960
91	5,826,500	5,826,500	5,809,420	5,809,420
92	5,962,435	5,962,435	5,965,152	5,965,152
93	5,902,151	5,902,151	5,953,056	5,953,056

Number of Libraries Reporting Data for Income, Expenditures, Holdings and Circulation

Fiscal Year	Income Indicators	Expenditure Indicators	Holdings & FTE Data	Circulation Data
86	359	346	354	354
87	359	350	351	351
88	352	347	349	349
89	351	347	350	350
90	344	344	343	341
91	347	347	344	344
92	350	350	348	348
93	350	350	353	353

Number of Municipalities Reporting Data for Income, Expenditures, Holdings and Circulation

Fiscal Year	Income Indicators	Expenditure Indicators	Holdings & FTE Data	Circulation Data
86	332	320	328	328
87	332	326	329	329
88	330	325	327	327
89	328	324	327	327
90	321	321	320	318
91	323	323	323	323
92	326	326	327	327
93	326	326	330	330

a. Fiscal year applies to all indicators except FTE which are reported as of July 1 of each year

b. Reporting financial data:

for FY86: totals for just those respondents who also reported expenditure data are: Total Operating Income $82,619,296 ($14.64) and Appropriated Municipal Income $78,201,707 ($13.86).

for FY87: totals for just those respondents who also reported expenditure data are: Total Operating Income $95,599,506 ($16.56) and Appropriated Municipal Income $86,641,162 ($15.01).

for FY88: totals for just those respondents who also reported expenditure data are: Total Operating Income $104,869,227 ($18.20) and Appropriated Municipal Income $95,155,911 ($16.51).

for FY89: totals for just those respondents who also reported expenditure data are: Total Operating Income $113,628,655 ($19.70) and Appropriated Municipal Income $103,655,025 ($17.97).

c. Rate of change calculated on gross figures.

Operating Income, Appropriated Income, and Operating Expenditures by Population Group

Population Group		Total Operating Income	Tot.Op. Income Per Cap.	Tot.Approp Municipal Income	Tot.App. Mun.Inc. Per Cap.	Total Operating Expenditures	Tot.Op. Expend. Per Cap.
Pop.Group A: 1 - 1,999 - 63 Municipalities							
	Low	1,180	1.97	507	1.18	1,008	1.97
46	High	100,164	107.94	94,296	79.36	95,646	90.09
Munics.	Average	15,342	14.52	11,048	10.70	14,980	13.82
Responding	Group	705,733	12.90	508,200	9.29	689,064	12.59
Pop.Group B: 2,000 - 4,999 - 53 Municipalities							
	Low	10,464	4.17	8,351	2.92	6,599	3.21
49	High	300,031	98.40	216,935	71.15	239,891	78.68
Munics.	Average	67,416	19.59	56,929	16.20	64,614	18.72
Responding	Group	3,303,408	19.26	2,789,505	16.27	3,166,077	18.46
Pop.Group C: 5,000 - 9,999 - 71 Municipalities							
	Low	21,655	3.76	21,440	2.64	20,478	3.39
69	High	388,268	51.30	362,081	46.25	388,267	51.13
Munics.	Average	131,795	18.65	112,435	15.78	128,088	18.17
Responding	Group	9,093,822	18.13	7,758,048	15.47	8,838,100	17.62
Pop.Group D: 10,000 - 14,999 - 49 Municipalities							
	Low	56,846	4.36	10,000	0.77	56,846	4.36
48	High	553,005	53.12	533,267	46.84	546,201	52.46
Munics.	Average	226,244	18.16	208,122	16.68	223,352	17.93
Responding	Group	10,859,709	18.30	9,989,839	16.84	10,720,880	18.07
Pop.Group E: 15,000 - 24,999 - 48 Municipalities							
	Low	100,633	6.46	59,000	2.93	100,633	6.46
48	High	1,013,449	53.41	968,709	47.48	947,718	50.34
Munics.	Average	380,407	19.76	344,987	17.91	371,409	19.30
Responding	Group	18,259,550	20.12	16,559,367	18.25	17,827,619	19.65
Pop.Group F: 25,000 - 49,999 - 45 Municipalities							
	Low	152,245	4.63	26,453	0.99	154,103	4.56
44	High	1,347,086	46.45	1,165,190	41.22	1,347,086	46.45
Munics.	Average	642,338	19.80	559,639	17.38	631,507	19.47
Responding	Group	28,262,875	19.43	24,624,116	16.93	27,786,297	19.10

Operating Income, Appropriated Income, and Operating Expenditures by Population Group

Population Group		Total Operating Income	Tot.Op. Income Per Cap.	Tot.Approp Municipal Income	Tot.App. Mun.Inc. Per Cap.	Total Operating Expenditures	Tot.Op. Expend. Per Cap.
Pop.Group G: 50,000 - 99,999 - 19 Municipalities							
	Low	529,363	6.82	459,226	5.43	489,086	6.59
19	High	2,738,620	39.30	2,660,285	37.20	2,657,089	39.37
Munics.	Average	1,104,196	15.84	996,280	14.25	1,077,928	15.47
Responding	Group	20,979,730	15.53	18,929,329	14.01	20,480,636	15.16
Pop.Group H: over 100,000 - 3 Municipalities							
	Low	2,764,229	16.92	2,283,371	13.97	2,717,369	16.63
3	High	19,761,579	35.82	18,500,000	33.53	19,758,638	35.82
Munics.	Average	8,808,010	26.05	7,926,262	22.34	8,830,949	26.21
Responding	Group	26,424,029	30.42	23,778,785	27.38	26,492,846	30.50

Operating Income, Appropriated Income, and Operating Expenditures by Region

Region		Total Operating Income	Tot.Op. Income Per Cap.	Tot.Approp Municipal Income	Tot.App. Mun.Inc. Per Cap.	Total Operating Expenditures	Tot.Op. Expend. Per Cap.
Region: Central - 71 Municipalities							
	Low	6,940	4.36	4,000	0.77	7,230	4.36
66	High	2,764,229	33.19	2,283,371	30.76	2,717,369	32.71
Munics.	Average	195,490	14.79	169,334	12.57	190,698	14.46
Responding	Region	12,902,336	16.17	11,176,012	14.01	12,586,098	15.78
Region: Eastern - 179 Municipalities							
	Low	14,660	3.76	13,406	0.99	13,272	3.39
176	High	19,761,579	107.94	18,500,000	79.36	19,758,638	90.09
Munics.	Average	516,815	22.07	469,534	19.66	507,906	21.36
Responding	Region	90,959,368	21.09	82,637,960	19.16	89,391,380	20.73
Region: Western - 101 Municipalities							
	Low	1,180	1.97	507	1.18	1,008	1.97
84	High	3,898,221	57.69	2,995,414	27.95	4,016,839	57.71
Munics.	Average	166,990	13.39	132,419	10.10	166,953	13.20
Responding	Region	14,027,152	17.71	11,123,217	14.04	14,024,041	17.71

Operating Income, Appropriated Income and Operating Expenditures by County

County		Total Operating Income	Tot.Op. Income Per Cap.	Tot.Approp Municipal Income	Tot.App. Mun.Inc. Per Cap.	Total Operating Expenditures	Tot.Op. Expend. Per Cap.
County: Barnstable - 15 Municipalities							
	Low	23,959	11.88	20,592	9.85	23,959	11.59
14	High	1,337,729	52.38	889,885	45.31	1,338,411	52.38
Munics.	Average	315,601	26.60	248,389	22.07	309,033	25.81
Responding	County	4,418,408	25.20	3,477,439	19.83	4,326,463	24.68
County: Berkshire - 32 Municipalities							
	Low	3,629	4.17	1,793	2.21	3,621	3.58
23	High	660,676	57.69	559,249	27.95	653,858	57.71
Munics.	Average	94,911	15.86	74,104	11.00	93,839	15.55
Responding	County	2,182,963	16.56	1,704,387	12.93	2,158,296	16.38
County: Bristol - 20 Municipalities							
	Low	21,655	3.76	21,440	2.64	20,478	3.39
20	High	1,140,648	20.23	914,971	18.63	1,091,255	20.05
Munics.	Average	288,061	10.88	247,881	9.27	280,726	10.57
Responding	County	5,761,219	11.37	4,957,621	9.79	5,614,529	11.08
County: Dukes - 7 Municipalities							
	Low	14,660	18.85	13,406	18.54	13,272	19.35
6	High	300,031	107.94	216,935	79.36	239,891	90.09
Munics.	Average	122,137	69.56	99,946	57.37	106,661	60.89
Responding	County	732,821	62.26	599,678	50.95	639,963	54.37
County: Essex - 34 Municipalities							
	Low	28,775	7.99	22,660	6.20	28,401	7.99
33	High	988,621	41.56	968,182	32.54	982,094	33.69
Munics.	Average	332,887	20.16	294,330	18.24	327,221	19.53
Responding	County	10,985,256	17.39	9,712,874	15.38	10,798,301	17.10
County: Franklin - 26 Municipalities							
	Low	5,504	5.28	3,510	2.12	5,504	5.28
19	High	301,674	20.86	261,489	18.04	279,263	21.49
Munics.	Average	48,408	12.90	40,407	9.91	46,967	12.87
Responding	County	919,745	14.63	767,735	12.21	892,364	14.19
County: Hampden - 23 Municipalities							
	Low	1,485	1.97	1,250	1.18	1,186	1.97
21	High	3,898,221	25.40	2,995,414	23.72	4,016,839	26.17
Munics.	Average	383,848	13.20	310,836	11.33	387,196	12.91
Responding	County	8,060,803	18.01	6,527,564	14.59	8,131,125	18.17

Operating Income, Appropriated Income and Operating Expenditures by County

County		Total Operating Income	Tot.Op. Income Per Cap.	Tot.Approp Municipal Income	Tot.App. Mun.Inc. Per Cap.	Total Operating Expenditures	Tot.Op. Expend. Per Cap.
County: Hampshire - 20 Municipalities							
	Low	1.180	2.86	507	1.23	1.008	2.45
20	High	995.986	31.45	731.955	25.22	995.624	31.45
Munics.	Average	142.246	11.49	105.676	8.25	141.101	11.36
Responding	County	2.844.922	19.29	2.113.514	14.33	2.822.013	19.14
County: Middlesex - 54 Municipalities							
	Low	41.712	5.44	26.453	0.99	41.712	5.44
52	High	2.738.620	53.41	2.660.285	47.48	2.657.089	52.46
Munics.	Average	566.277	22.94	520.673	20.99	550.959	22.38
Responding	County	29.446.421	21.30	27.075.017	19.58	28.649.858	20.72
County: Nantucket - 1 Municipalities							
	Low	205.285	32.87	121.127	19.39	267.762	42.87
1	High	205.285	32.87	121.127	19.39	267.762	42.87
Munics.	Average	205.285	32.87	121.127	19.39	267.762	42.87
Responding	County	205.285	32.87	121.127	19.39	267.762	42.87
County: Norfolk - 28 Municipalities							
	Low	111.251	9.97	95.055	9.97	105.460	10.05
28	High	2.085.534	41.94	1.973.890	41.22	2.089.077	41.94
Munics.	Average	501.832	22.80	473.150	21.41	490.018	22.35
Responding	County	14.051.296	22.63	13.248.198	21.34	13.720.511	22.10
County: Plymouth - 27 Municipalities							
	Low	25.247	5.48	21.830	3.91	25.751	5.44
27	High	934.490	38.07	836.304	30.39	924.663	36.83
Munics.	Average	248.504	16.18	217.039	14.20	245.031	15.88
Responding	County	6.709.601	15.26	5.860.065	13.33	6.615.849	15.05
County: Suffolk - 4 Municipalities							
	Low	152.245	4.63	151.245	4.60	155.139	4.56
4	High	19.761.579	35.82	18.500.000	33.53	19.758.638	35.82
Munics.	Average	5.097.718	15.41	4.777.344	14.58	5.094.286	15.28
Responding	County	20.390.872	31.90	19.109.374	29.90	20.377.143	31.88
County: Worcester - 60 Municipalities							
	Low	6.940	4.36	4.000	0.77	7.230	4.36
58	High	2.764.229	33.19	2.283.371	30.76	2.717.369	32.71
Munics.	Average	192.746	14.37	166.596	12.09	189.437	14.10
Responding	County	11.179.244	16.01	9.662.596	13.84	10.987.342	15.73

Salary and Materials Expenditures by Population Group

Population Group		Materials Expenditure	Mat.Exp. Per Cap.	Mat.Exp. as a % of Tot. Exps.	Salary Expends.	Sal.Exp. Per Cap.	Sal.Exp. as a % of Tot.Exps.	Total Expends.
Pop.Group A: 1 - 1,999 - 63 Municipalities								
	Low	592	0.35	18%	0	0.00	0%	1,008
46	High	20,608	31.09	98%	64,962	60.83	75%	95,646
Munics.	Average	4,038	3.98	32%	8,021	7.43	48%	14,980
Responding	Group	185,737	3.39	27%	368,973	6.74	54%	689,064
Pop.Group B: 2,000 - 4,999 - 53 Municipalities								
	Low	1,190	0.58	13%	5,182	2.04	34%	6,599
49	High	44,800	14.69	52%	159,075	52.17	80%	239,891
Munics.	Average	14,355	4.17	24%	40,161	11.59	61%	64,614
Responding	Group	703,406	4.10	22%	1,967,903	11.48	62%	3,166,077
Pop.Group C: 5,000 - 9,999 - 71 Municipalities								
	Low	4,156	0.72	11%	14,407	2.09	43%	20,478
69	High	56,187	10.77	34%	275,673	35.22	76%	388,267
Munics.	Average	26,513	3.75	22%	81,707	11.54	64%	128,088
Responding	Group	1,829,386	3.65	21%	5,637,769	11.24	64%	8,838,100
Pop.Group D: 10,000 - 14,999 - 49 Municipalities								
	Low	10,859	0.88	12%	0	0.00	0%	56,846
48	High	118,809	11.41	29%	407,432	32.67	77%	546,201
Munics.	Average	40,866	3.30	19%	149,659	11.95	66%	223,352
Responding	Group	1,961,583	3.31	18%	7,183,610	12.11	67%	10,720,880
Pop.Group E: 15,000 - 24,999 - 48 Municipalities								
	Low	4,030	0.25	3%	72,088	4.03	50%	100,633
48	High	164,638	7.70	32%	606,822	34.89	80%	947,718
Munics.	Average	62,339	3.23	17%	253,687	13.18	68%	371,409
Responding	Group	2,992,283	3.30	17%	12,176,991	13.42	68%	17,827,619
Pop.Group F: 25,000 - 49,999 - 45 Municipalities								
	Low	12,772	0.48	8%	102,674	3.18	46%	154,103
44	High	219,958	7.59	23%	947,990	32.69	80%	1,347,086
Munics.	Average	95,957	2.95	15%	433,089	13.42	69%	631,507
Responding	Group	4,222,109	2.90	15%	19,055,928	13.10	69%	27,786,297

Salary and Materials Expenditures by Population Group

Population Group		Materials Expenditure	Mat.Exp. Per Cap.	Mat.Exp. as a % of Tot. Exps.	Salary Expends.	Sal.Exp. Per Cap.	Sal.Exp. as a % of Tot.Exps.	Total Expends.
Pop.Group G: 50,000 - 99,999 - 19 Municipalities								
	Low	29,789	0.33	5%	353,913	4.55	65%	489,086
19	High	398,690	5.51	21%	1,808,508	28.73	82%	2,657,089
Munics.	Average	156,322	2.24	14%	779,432	11.21	73%	1,077,928
Responding	Group	2,970,121	2.20	15%	14,809,216	10.96	72%	20,480,636
Pop.Group H: over 100,000 - 3 Municipalities								
	Low	421,879	2.58	12%	1,919,472	11.75	57%	2,717,369
3	High	2,813,256	5.10	16%	13,138,582	23.82	71%	19,758,638
Munics.	Average	1,243,719	3.64	14%	5,788,317	16.87	65%	8,830,949
Responding	Group	3,731,156	4.30	14%	17,364,952	19.99	66%	26,492,846

Salary and Materials Expenditures by Region

Region		Materials Expenditure	Mat.Exp. Per Cap.	Mat.Exp. as a % of Tot. Exps.	Salary Expends.	Sal.Exp. Per Cap.	Sal.Exp. as a % of Tot.Exps.	Total Expends.
Region: Central - 71 Municipalities								
	Low	1,869	1.08	10%	1,200	1.30	14%	7,230
66	High	421,879	6.64	32%	1,919,472	22.61	80%	2,717,369
Munics.	Average	33,876	2.97	22%	129,650	9.26	64%	190,698
Responding	Region	2,235,824	2.80	18%	8,556,885	10.73	68%	12,586,098
Region: Eastern - 179 Municipalities								
	Low	4,030	0.25	3%	0	0.00	0%	13,272
176	High	2,813,256	31.09	44%	13,138,582	60.83	82%	19,758,638
Munics.	Average	79,857	3.97	18%	346,848	14.20	66%	507,906
Responding	Region	14,054,872	3.26	16%	61,045,276	14.16	68%	89,391,380
Region: Western - 101 Municipalities								
	Low	592	0.32	5%	0	0.00	0%	1,008
84	High	496,021	10.77	98%	2,306,898	29.96	79%	4,016,839
Munics.	Average	27,441	2.96	26%	106,705	7.81	56%	166,953
Responding	Region	2,305,085	2.91	16%	8,963,181	11.32	64%	14,024,041

Salary and Materials Expenditures by County

County		Materials Expenditure	Mat.Exp. Per Cap.	Mat.Exp. as a % of Tot. Exps.	Salary Expends.	Sal.Exp. Per Cap.	Sal.Exp. as a % of Tot.Exps.	Total Expends.
County: Barnstable - 15 Municipalities								
	Low	8,790	1.56	11%	10,947	6.26	46%	23,959
14	High	146,032	11.77	37%	773,456	37.84	74%	1,338,411
Munics.	Average	47,016	4.89	19%	191,409	16.28	61%	309,033
Responding	County	658,219	3.75	15%	2,679,727	15.28	62%	4,326,463
County: Berkshire - 32 Municipalities								
	Low	1,188	0.98	13%	0	0.00	0%	3,621
23	High	110,517	10.77	62%	488,824	29.96	78%	653,858
Munics.	Average	18,152	3.44	26%	62,101	9.05	56%	93,839
Responding	County	417,487	3.17	19%	1,428,316	10.84	66%	2,158,296
County: Bristol - 20 Municipalities								
	Low	4,156	0.72	12%	14,407	2.09	45%	20,478
20	High	153,655	3.26	32%	814,623	14.16	76%	1,091,255
Munics.	Average	45,893	1.87	19%	187,180	6.77	63%	280,726
Responding	County	917,857	1.81	16%	3,743,605	7.39	67%	5,614,529
County: Dukes - 7 Municipalities								
	Low	5,782	4.75	19%	7,005	13.52	53%	13,272
6	High	44,800	31.09	44%	159,075	60.83	70%	239,891
Munics.	Average	22,020	15.22	25%	69,240	38.59	64%	106,661
Responding	County	132,121	11.23	21%	415,440	35.30	65%	639,963
County: Essex - 34 Municipalities								
	Low	5,641	0.97	11%	19,304	5.63	57%	28,401
33	High	174,465	7.60	29%	714,321	23.64	77%	982,094
Munics.	Average	57,002	3.77	19%	223,717	13.12	68%	327,221
Responding	County	1,881,077	2.98	17%	7,382,647	11.69	68%	10,798,301
County: Franklin - 26 Municipalities								
	Low	1,586	1.35	17%	2,480	3.10	34%	5,504
19	High	47,903	6.53	52%	204,459	12.84	75%	279,263
Munics.	Average	10,547	3.31	26%	29,859	7.35	56%	46,967
Responding	County	200,390	3.19	22%	567,321	9.02	64%	892,364
County: Hampden - 23 Municipalities								
	Low	592	0.35	12%	0	0.00	0%	1,186
21	High	496,021	4.41	98%	2,306,898	17.40	79%	4,016,839
Munics.	Average	58,594	2.54	24%	240,000	7.95	57%	387,196
Responding	County	1,230,476	2.75	15%	5,039,991	11.26	62%	8,131,125

Salary and Materials Expenditures by County

County		Materials Expenditure	Mat.Exp. Per Cap.	Mat.Exp. as a % of Tot. Exps.	Salary Expends.	Sal.Exp. Per Cap.	Sal.Exp. as a % of Tot.Exps.	Total Expends.
County: Hampshire - 20 Municipalities								
	Low	708	0.32	5%	140	0.17	3%	1,008
20	High	136,024	4.68	70%	688,551	22.12	79%	995,624
Munics.	Average	22,615	2.58	28%	96,029	6.89	56%	141,101
Responding	County	452,292	3.07	16%	1,920,585	13.02	68%	2,822,013
County: Middlesex - 54 Municipalities								
	Low	10,859	0.48	8%	0	0.00	0%	41,712
52	High	398,690	11.41	28%	1,808,508	35.22	81%	2,657,089
Munics.	Average	86,694	3.86	17%	385,372	15.25	68%	550,959
Responding	County	4,508,091	3.26	16%	20,039,362	14.49	70%	28,649,858
County: Nantucket - 1 Municipalities								
	Low	31,277	5.01	12%	157,128	25.16	59%	267,762
1	High	31,277	5.01	12%	157,128	25.16	59%	267,762
Munics.	Average	31,277	5.01	12%	157,128	25.16	59%	267,762
Responding	County	31,277	5.01	12%	157,128	25.16	59%	267,762
County: Norfolk - 28 Municipalities								
	Low	22,713	1.58	12%	64,220	6.14	58%	105,460
28	High	292,136	6.89	27%	1,524,429	31.49	77%	2,089,077
Munics.	Average	77,651	3.82	18%	347,419	15.53	68%	490,018
Responding	County	2,174,225	3.50	16%	9,727,740	15.67	71%	13,720,511
County: Plymouth - 27 Municipalities								
	Low	4,030	0.25	3%	9,701	2.40	38%	25,751
27	High	151,384	5.97	34%	565,059	27.26	82%	924,663
Munics.	Average	41,746	3.07	19%	164,823	10.24	64%	245,031
Responding	County	1,127,139	2.56	17%	4,450,234	10.12	67%	6,615,849
County: Suffolk - 4 Municipalities								
	Low	14,098	0.53	9%	124,302	3.18	66%	155,139
4	High	2,813,256	5.10	18%	13,138,582	23.82	80%	19,758,638
Munics.	Average	727,975	2.29	15%	3,395,103	10.43	71%	5,094,286
Responding	County	2,911,901	4.56	14%	13,580,412	21.25	67%	20,377,143
County: Worcester - 60 Municipalities								
	Low	1,869	1.08	13%	1,200	1.30	14%	7,230
58	High	421,879	6.64	32%	1,919,472	22.61	80%	2,717,369
Munics.	Average	33,676	2.93	22%	128,152	8.87	62%	189,437
Responding	County	1,953,229	2.80	18%	7,432,834	10.64	68%	10,987,342

Library Holdings & Circulation by Population Group

Population Group		Holdings	Holdings Per Cap.	Circulation	Circ. Per Cap.
Pop.Group A: 1 - 1,999 - 63 Municipalities					
	Low	132	0.20	1,692	2.08
47	High	34,395	39.28	40,161	41.17
Munics.	Average	9,600	9.26	11,981	10.62
Responding	Group	451,198	8.15	563,113	10.17
Pop.Group B: 2,000 - 4,999 - 53 Municipalities					
	Low	5,260	2.17	5,991	1.74
50	High	74,898	19.97	95,945	32.65
Munics.	Average	22,660	6.59	34,504	9.88
Responding	Group	1,133,000	6.49	1,725,179	9.88
Pop.Group C: 5,000 - 9,999 - 71 Municipalities					
	Low	10,935	1.23	17,033	2.49
70	High	77,463	14.99	133,417	16.51
Munics.	Average	35,319	5.07	58,392	7.97
Responding	Group	2,472,344	4.85	4,087,460	8.01
Pop.Group D: 10,000 - 14,999 - 49 Municipalities					
	Low	16,018	1.41	29,076	2.62
48	High	139,495	10.75	214,780	17.94
Munics.	Average	53,739	4.34	106,884	8.37
Responding	Group	2,579,468	4.35	5,130,421	8.65
Pop.Group E: 15,000 - 24,999 - 48 Municipalities					
	Low	33,197	2.06	45,455	2.62
48	High	223,821	12.87	383,461	19.33
Munics.	Average	81,205	4.25	169,499	8.59
Responding	Group	3,897,850	4.30	8,135,940	8.97
Pop.Group F: 25,000 - 49,999 - 45 Municipalities					
	Low	35,043	0.95	48,396	1.13
45	High	318,180	10.96	595,598	20.35
Munics.	Average	123,485	3.82	251,394	7.56
Responding	Group	5,556,827	3.72	11,312,711	7.58

Library Holdings & Circulation by Population Group

Population Group		Holdings	Holdings Per Cap.	Circulation	Circ. Per Cap.
Pop.Group G: 50,000 - 99,999 - 19 Municipalities					
	Low	99,148	1.77	137,885	1.72
19	High	469,632	8.63	905,177	10.90
Munics.	Average	270,135	3.80	357,134	4.98
Responding	Group	5,132,560	3.80	6,785,544	5.02
Pop.Group H: over 100,000 - 3 Municipalities					
	Low	583,273	3.57	599,185	3.62
3	High	6,557,709	11.89	2,317,250	7.08
Munics.	Average	2,630,574	6.78	1,334,642	4.95
Responding	Group	7,891,722	9.09	4,003,926	4.61

Library Holdings & Circulation by Region

Region		Holdings	Holdings Per Cap.	Circulation	Circ. Per Cap.
Region: Central - 71 Municipalities					
	Low	5,260	1.84	5,991	1.74
68	High	583,273	17.32	599,185	17.46
Munics.	Average	49,781	4.96	81,748	7.70
Responding	Region	3,385,074	4.18	5,558,831	6.87
Region: Eastern - 179 Municipalities					
	Low	7,307	0.95	6,420	1.13
177	High	6,557,709	39.28	2,317,250	41.17
Munics.	Average	125,454	5.27	169,884	8.80
Responding	Region	22,205,344	5.10	30,069,486	6.91
Region: Western - 101 Municipalities					
	Low	132	0.20	1,692	1.40
85	High	750,740	20.08	1,087,491	29.71
Munics.	Average	41,465	6.18	71,953	8.63
Responding	Region	3,524,551	4.45	6,115,977	7.72

Library Holdings & Circulation by County

County		Holdings	Holdings Per Cap.	Circulation	Circ. Per Cap.
Barnstable - 15 Municipalities					
	Low	19,420	2.08	13,754	4.64
14	High	250,904	12.77	526,538	32.65
Munics.	Average	61,115	6.04	142,961	12.52
Responding	County	855,603	4.88	2,001,459	11.41
Berkshire - 32 Municipalities					
	Low	132	0.20	1,692	1.95
24	High	153,136	14.99	309,967	29.71
Munics.	Average	26,867	5.93	42,650	8.30
Responding	County	644,797	4.87	1,023,594	7.73
Bristol - 20 Municipalities					
	Low	10,935	1.23	13,694	2.49
20	High	469,632	4.85	409,059	12.00
Munics.	Average	90,701	3.02	125,449	4.85
Responding	County	1,814,016	3.58	2,508,977	4.95
Dukes - 7 Municipalities					
	Low	7,307	6.01	6,420	6.51
6	High	37,945	39.28	94,368	41.17
Munics.	Average	23,200	19.32	42,194	25.59
Responding	County	139,201	11.83	253,166	21.51
Essex - 34 Municipalities					
	Low	16,069	1.68	18,210	1.72
34	High	271,258	19.97	467,443	26.24
Munics.	Average	85,510	5.74	121,978	8.33
Responding	County	2,907,353	4.34	4,147,252	6.19
Franklin - 26 Municipalities					
	Low	2,502	2.87	5,746	4.36
19	High	52,140	20.08	124,336	22.35
Munics.	Average	18,810	7.95	29,856	11.08
Responding	County	357,382	5.68	567,265	9.02
Hampden - 23 Municipalities					
	Low	1,804	1.42	1,967	1.40
21	High	750,740	6.05	1,087,491	14.76
Munics.	Average	80,719	4.12	150,997	7.35
Responding	County	1,695,108	3.79	3,170,932	7.09

Library Holdings & Circulation by County

County		Holdings	Holdings Per Cap.	Circulation	Circ. Per Cap.
Hampshire - 20 Municipalities					
	Low	5,646	1.41	3,070	3.01
20	High	318,180	16.13	391,010	15.90
Munics.	Average	40,570	6.94	67,308	8.23
Responding	County	811,393	5.50	1,346,152	9.13
Middlesex - 54 Municipalities					
	Low	22,352	1.54	18,105	1.79
53	High	464,426	12.87	905,177	20.35
Munics.	Average	107,578	4.80	213,436	9.41
Responding	County	5,701,612	4.10	11,312,082	8.13
Nantucket - 1 Municipalities					
	Low	46,068	7.38	45,607	7.27
1	High	46,068	7.38	45,607	7.27
Munics.	Average	46,068	7.38	45,607	7.27
Responding	County	46,068	7.38	45,607	7.30
Norfolk - 28 Municipalities					
	Low	19,448	1.94	26,935	3.45
28	High	457,739	8.64	580,397	15.37
Munics.	Average	99,445	4.73	185,069	8.63
Responding	County	2,784,446	4.48	5,181,945	8.35
Plymouth - 27 Municipalities					
	Low	11,437	2.09	12,416	1.94
27	High	276,719	9.67	527,456	19.33
Munics.	Average	61,750	4.04	113,254	6.58
Responding	County	1,667,238	3.79	3,057,871	6.96
Suffolk - 4 Municipalities					
	Low	40,676	0.95	48,635	1.13
4	High	6,557,709	11.89	2,317,250	4.42
Munics.	Average	1,683,100	4.74	626,434	2.97
Responding	County	6,732,398	10.53	2,505,734	3.92
Worcester - 60 Municipalities					
	Low	5,260	1.84	5,991	1.74
59	High	583,273	17.32	599,185	17.46
Munics.	Average	50,142	5.07	78,343	7.43
Responding	County	2,958,354	4.22	4,622,258	6.59

Total Weekly Hours Open, Full-Time Equivalencies and Volunteers by Population Group

Population Group		Average Hrs.Opn Per Wk.	Full-Time Equivalency	MLS Full-Time Equivalency	Number of Volunteers	Weekly Volunteer Hours
Pop.Group A: 1 - 1,999 - 63 Municipalities						
	Low	3.7	0.0	0.0	0.0	0.0
47**	High	24.7	2.4	0.9	36.0	44.2
Munics.	Average	14.4	0.6	0.1	6.6	4.6
Responding	Group	660.4	26.7	2.4	312.0	214.1
Pop.Group B: 2,000 - 4,999 - 53 Municipalities						
	Low	12.5	0.4	0.0	0.0	0.0
50**	High	60.9	6.9	3.4	35.0	47.3
Munics.	Average	29.7	2.2	0.4	11.2	9.3
Responding	Group	1453.0	112.4	22.0	560.0	467.2
Pop.Group C: 5,000 - 9,999 - 71 Municipalities						
	Low	19.7	1.2	0.0	0.0	0.0
70**	High	81.3	10.7	4.7	338.0	105.8
Munics.	Average	37.5	4.3	0.9	24.3	14.2
Responding	Group	2589.0	301.2	63.0	1698.0	996.9
Pop.Group D: 10,000 - 14,999 - 49 Municipalities						
	Low	10.0	1.4	0.0	0.0	0.0
48**	High	81.0	14.6	5.3	70.0	66.4
Munics.	Average	45.3	7.1	2.0	17.6	15.5
Responding	Group	2176.0	340.4	94.8	847.0	743.3
Pop.Group E: 15,000 - 24,999 - 48 Municipalities						
	Low	24.8	3.7	1.0	0.0	0.0
48**	High	110.1	26.7	8.4	115.0	164.5
Munics.	Average	54.1	11.4	3.4	25.6	30.1
Responding	Group	2596.0	544.9	164.3	1229.0	1442.8
Pop.Group F: 25,000 - 49,999 - 45 Municipalities						
	Low	24.8	6.3	0.0	0.0	0.0
45**	High	254.9	41.1	12.2	332.0	230.8
Munics.	Average	80.0	20.1	5.7	33.2	39.9
Responding	Group	3521.0	903.7	257.6	1493.0	1793.5
Pop.Group G: 50,000 - 99,999 - 19 Municipalities						
	Low	48.4	17.0	1.0	0.0	0.0
19**	High	336.6	72.4	31.1	210.0	223.7
Munics.	Average	113.9	32.9	10.3	38.3	53.5
Responding	Group	2165.0	625.2	195.0	727.0	1016.8

Total Weekly Hours Open, Full-Time Equivalencies and Volunteers by Population Group

Population Group		Average Hrs.Opn Per Wk.	Full-Time Equivalency	MLS Full-Time Equivalency	Number of Volunteers	Weekly Volunteer Hours
Pop.Group H: over 100,000 - 3 Municipalities						
	Low	88.3	77.4	25.8	0.0	0.0
3**	High	1073.0	581.0	174.0	120.0	185.5
Munics.	Average	450.3	248.8	77.0	51.0	64.5
Responding	Group	1351.0	746.4	231.0	153.0	193.4

** indicates number of responses tabulated from Annual Report Survey (ARIS) Forms.

Total Weekly Hours Open, Full-Time Equivalencies and Volunteers by Region

Region		Average Hrs.Opn Per Wk.	Full-Time Equivalency	MLS Full-Time Equivalency	Number of Volunteers	Weekly Volunteer Hours
Region: Central - 71 Municipalities						
	Low	9.4	0.3	0.0	0.0	0.0
68**	High	88.3	77.4	31.2	150.0	185.5
Munics.	Average	36.5	6.2	1.5	17.2	11.7
Responding	Group	2409.0	420.3	104.2	1168.0	798.9
Region: Eastern - 179 Municipalities						
	Low	10.0	0.3	0.0	0.0	0.0
177**	High	1073.0	581.0	174.0	338.0	230.8
Munics.	Average	64.7	15.5	4.7	26.8	29.9
Responding	Group	11383.2	2746.1	828.6	4736.0	5292.6
Region: Western - 101 Municipalities						
	Low	3.7	0.0	0.0	0.0	0.0
85**	High	189.8	88.0	25.8	160.0	112.9
Munics.	Average	32.4	5.1	1.1	13.1	9.1
Responding	Group	2718.0	434.5	97.3	1115.0	776.5

** indicates number of responses tabulated from Annual Report Survey (ARIS) Forms.

Total Weekly Hours Open, Full-Time Equivalencies and Volunteers by County

County		Average Hrs.Opn Per Wk.	Full-Time Equivalency	MLS Full-Time Equivalency	Number of Volunteers	Weekly Volunteer Hours
County: Barnstable - 15 Municipalities						
	Low	20.3	0.6	0.0	12.0	7.7
14**	High	254.9	37.0	7.1	196.0	218.0
Munics.	Average	61.9	9.2	2.5	57.0	68.9
Responding	Group	867.0	128.4	34.3	798.0	964.3
County: Berkshire - 32 Municipalities						
	Low	3.7	0.0	0.0	0.0	0.0
24**	High	76.7	23.1	6.3	160.0	38.5
Munics.	Average	29.3	3.2	0.7	10.7	6.3
Responding	Group	674.3	77.5	16.0	256.0	151.7
County: Bristol - 20 Municipalities						
	Low	24.0	1.2	0.0	0.0	0.0
20**	High	202.1	34.5	12.0	30.0	138.8
Munics.	Average	58.6	9.4	2.5	9.7	14.9
Responding	Group	1172.0	187.5	49.9	193.0	298.7
County: Dukes - 7 Municipalities						
	Low	10.0	0.3	0.0	4.0	1.9
6**	High	38.3	6.9	1.9	24.0	18.2
Munics.	Average	24.5	3.0	0.7	11.8	9.2
Responding	Group	147.1	18.2	4.4	71.0	55.0
County: Essex - 34 Municipalities						
	Low	21.9	1.2	0.0	0.0	0.0
34**	High	149.9	32.6	11.0	170.0	223.7
Munics.	Average	54.4	11.1	2.7	18.5	28.8
Responding	Group	1795.0	378.3	92.9	628.0	979.7
County: Franklin - 26 Municipalities						
	Low	9.1	0.3	0.0	0.0	0.0
19**	High	55.0	8.8	2.1	36.0	15.4
Munics.	Average	19.6	1.6	0.4	12.1	4.3
Responding	Group	373.2	30.6	7.4	230.0	82.5
County: Hampden - 23 Municipalities						
	Low	6.7	0.0	0.0	0.0	0.0
21**	High	189.8	88.0	25.8	62.0	112.9
Munics.	Average	49.2	10.9	2.3	14.8	14.6
Responding	Group	1034.0	228.9	48.5	311.0	306.0

Total Weekly Hours Open, Full-Time Equivalencies and Volunteers by County

County		Average Hrs.Opn Per Wk.	Full-Time Equivalency	MLS Full-Time Equivalency	Number of Volunteers	Weekly Volunteer Hours
County: Hampshire - 20 Municipalities						
	Low	9.2	0.3	0.0	0.0	0.0
20**	High	110.2	34.4	10.1	132.0	107.7
Munics.	Average	31.0	4.8	1.3	14.4	11.3
Responding	Group	619.3	96.7	25.4	287.0	226.3
County: Middlesex - 54 Municipalities						
	Low	19.7	1.8	0.0	0.0	0.0
53**	High	336.6	72.4	31.1	332.0	230.8
Munics.	Average	68.0	16.5	5.4	31.6	27.3
Responding	Group	3538.0	874.3	288.6	1673.0	1446.1
County: Nantucket - 1 Municipalities						
	Low	34.4	5.9	2.0	0.0	0.0
1**	High	34.4	5.9	2.0	0.0	0.0
Munics.	Average	34.4	5.9	2.0	0.0	0.0
Responding	Group	34.4	5.9	2.0	0.0	0.0
County: Norfolk - 28 Municipalities						
	Low	33.0	3.8	0.0	0.0	0.0
28**	High	144.5	53.8	22.2	58.0	98.0
Munics.	Average	64.9	14.6	4.6	17.8	29.2
Responding	Group	1817.0	408.8	128.1	497.0	818.0
County: Plymouth - 27 Municipalities						
	Low	15.0	0.5	0.0	1.0	0.0
27**	High	97.2	23.5	7.5	338.0	205.2
Munics.	Average	42.9	7.4	2.1	41.1	30.0
Responding	Group	1158.0	199.7	56.4	1109.0	810.7
County: Suffolk - 4 Municipalities						
	Low	47.1	6.3	0.0	0.0	0.0
4**	High	1073.0	581.0	174.0	6.0	28.0
Munics.	Average	305.3	151.1	44.8	2.0	7.5
Responding	Group	1221.0	604.4	179.3	8.0	29.9
County: Worcester - 60 Municipalities						
	Low	9.4	0.3	0.0	0.0	0.0
59**	High	88.3	77.4	31.2	150.0	185.5
Munics.	Average	35.6	6.1	1.6	16.2	11.8
Responding	Group	2062.0	361.7	96.9	958.0	699.1

** indicates number of responses tabulated from Annual Report Survey (ARIS) Forms

Hourly Wage Ranges as of 6-30-93
by Population Group

	Library Director	Assist. Director	Senior Lib.	Branch Lib.	Adult Lib.	Child. Lib.	Circ. Lib.	Tech. Lib.	Y.Adult Lib.	Other Lib.	Sr.Lib. Tech.	Library Tech.	Admin. Assist.
Population Group A - 1 - 1.999													
# of Reporting Libraries	38	9	0	0	0	1	1	0	0	6	0	4	0
Low Minimum	4.50	4.25				5.50	5.80			4.25		4.25	
High Minimum	14.50	11.63				5.50	5.80			9.35		9.50	
Low Maximum	5.00	4.25				5.50	5.80			5.25		4.50	
High Maximum	19.07	15.59				5.50	5.80			11.85		12.72	
Population Group B - 2.000 - 4.999													
# of Reporting Libraries	51	24	3	0	1	12	6	5	0	7	15	25	0
Low Minimum	5.00	5.25	5.80		7.09	6.87	4.54	6.24		4.50	4.95	4.00	
High Minimum	18.41	12.86	9.95		7.09	10.98	9.01	10.82		9.15	10.79	9.78	
Low Maximum	5.00	5.25	5.80		7.09	7.09	6.05	6.00		4.50	5.43	4.25	
High Maximum	20.22	16.39	9.95		7.09	14.09	11.18	14.09		9.52	12.24	10.32	
Population Group C - 5.000 - 9.999													
# of Reporting Libraries	72	25	8	3	7	39	11	7	0	12	42	43	8
Low Minimum	6.00	5.68	6.96	7.99	6.52	7.00	6.00	7.97		5.68	5.51	4.38	6.00
High Minimum	22.53	16.80	22.44	11.43	14.11	14.69	10.29	12.18		11.18	12.21	9.59	11.45
Low Maximum	6.00	5.68	6.96	9.71	6.52	7.00	6.00	10.00		6.00	5.92	4.38	6.00
High Maximum	25.37	22.58	22.44	12.62	17.90	17.27	13.01	15.97		12.14	15.97	12.24	14.11
Population Group D - 10.000 - 14.999													
# of Reporting Libraries	49	23	16	2	17	29	17	20	2	10	25	31	13
Low Minimum	7.92	6.69	7.78	9.49	8.70	6.35	6.74	5.74	11.20	4.50	6.00	4.46	7.92
High Minimum	24.09	16.25	15.34	13.90	13.90	14.02	14.01	14.02	13.16	16.00	14.08	10.74	12.97
Low Maximum	7.92	6.69	7.78	11.18	10.00	6.35	6.74	6.00	15.70	4.50	6.81	5.23	8.86
High Maximum	30.08	19.01	19.94	18.29	18.29	17.66	18.22	17.66	16.65	16.00	17.73	14.02	16.87
Population Group E - 15.000 - 24.999 Municipalities													
# of Reporting Libraries	52	26	18	4	29	37	17	17	3	10	35	42	17
Low Minimum	10.08	10.26	10.24	8.65	8.69	6.49	8.09	8.09	10.24	8.17	6.18	5.01	6.34
High Minimum	24.44	19.17	17.06	16.10	15.39	15.39	14.04	14.84	12.78	12.21	12.58	11.64	12.71
Low Maximum	12.00	10.26	12.96	8.65	10.39	6.49	10.17	10.00	12.96	9.36	7.05	6.28	7.43
High Maximum	29.74	23.33	20.76	19.58	20.62	20.62	16.90	18.83	16.16	15.05	17.68	15.05	15.51

Hourly Wage Ranges as of 6-30-93
by Population Group

	Library Director	Assist. Director	Senior Lib.	Branch Lib.	Adult Lib.	Child. Lib.	Circ. Lib.	Tech. Lib.	Y.Adult Lib.	Other Lib.	Sr.Lib. Tech.	Library Tech.	Admin. Assist.
Population Group F - 25.000 - 49.999													
# of Reporting Libraries	55	32	26	14	38	38	22	25	6	22	38	41	30
Low Minimum	9.50	7.00	10.25	9.94	9.22	9.22	7.20	9.22	9.99	7.35	7.21	5.00	8.00
High Minimum	25.82	19.34	17.42	20.34	15.45	15.45	13.59	15.45	13.25	15.22	13.00	9.99	13.79
Low Maximum	9.50	7.00	11.44	12.60	9.93	9.23	8.11	10.00	12.75	7.70	8.11	5.00	8.00
High Maximum	33.08	26.99	23.52	27.45	20.36	20.36	17.38	20.36	19.97	20.65	16.96	19.61	16.86
Population Group G - 50.000 - 99.999													
# of Reporting Libraries	19	15	18	12	18	13	12	10	5	10	17	18	11
Low Minimum	15.60	13.03	11.34	8.74	9.30	8.84	9.06	9.30	10.17	7.03	8.00	5.58	8.61
High Minimum	35.01	24.14	17.96	16.00	15.11	16.00	14.24	16.00	14.24	13.24	12.52	10.94	13.22
Low Maximum	15.60	14.30	11.99	10.35	10.43	10.43	10.43	10.00	12.79	11.18	9.61	8.68	10.35
High Maximum	35.01	28.46	24.15	20.61	20.22	18.38	17.38	18.38	16.36	21.46	16.81	14.52	18.92
Population Group H - over 100.000													
# of Reporting Libraries	3	1	3	3	3	3	0	3	1	1	3	3	3
Low Minimum	20.53	34.31	13.93	10.38	10.38	10.38		10.38	18.22	19.61	8.53	7.73	9.41
High Minimum	53.56	34.31	19.31	22.13	12.64	14.10		19.04	18.22	19.61	10.32	9.42	11.32
Low Maximum	25.27	41.05	18.67	16.93	15.35	12.62		15.00	20.99	25.50	11.44	9.95	11.44
High Maximum	53.56	41.05	31.13	28.23	28.68	23.13		21.53	20.99	25.50	23.03	15.92	20.96

Hourly Wage Ranges as of 6-30-93
by Region

	Library Director	Assist. Director	Senior Lib.	Branch Lib.	Adult Lib.	Child. Lib.	Circ. Lib.	Tech. Lib.	Y.Adult Lib.	Other Lib.	Sr.Lib. Tech.	Library Tech.	Admin. Assist.
Central Region													
# of Reporting Libraries	66	29	13	3	12	34	15	9	5	13	27	35	5
Low Minimum	5.00	5.25	7.78	7.99	7.09	7.09	5.85	5.74	11.00	5.25	4.95	4.00	9.63
High Minimum	22.40	16.25	15.72	12.64	13.86	13.53	12.08	13.53	13.16	16.00	13.00	9.34	11.16
Low Maximum	5.00	5.25	7.78	9.71	7.09	7.09	6.05	6.24	14.18	5.25	5.43	4.50	12.19
High Maximum	32.57	19.18	20.82	18.71	17.12	17.27	15.29	17.12	16.65	16.00	15.29	12.19	14.12
Eastern Region													
# of Reporting Libraries	192	100	68	31	91	115	61	69	12	51	124	139	64
Low Minimum	6.00	5.68	6.96	8.65	6.52	6.35	6.74	6.12	10.00	4.50	5.92	4.38	7.92
High Minimum	53.56	34.31	22.44	22.13	15.39	16.00	14.24	19.04	18.22	19.61	14.08	11.64	13.79
Low Maximum	6.00	5.68	6.96	8.65	6.52	6.35	6.74	6.12	12.75	4.50	5.92	4.38	8.00
High Maximum	53.56	41.05	31.13	28.23	28.68	23.13	18.22	21.53	20.99	25.50	23.03	19.61	20.96
Western Region													
# of Reporting Libraries	81	26	11	4	10	23	10	9	0	14	24	33	13
Low Minimum	4.50	4.25	5.80	9.02	9.10	5.50	4.54	7.99		4.25	6.76	4.25	6.00
High Minimum	25.82	15.43	13.93	10.99	15.45	15.45	13.02	15.45		12.02	11.33	9.42	12.47
Low Maximum	5.00	4.25	5.80	11.36	10.24	5.50	5.80	9.45		4.50	6.76	4.25	6.00
High Maximum	26.58	19.11	18.67	16.93	18.03	18.03	17.38	18.03		17.38	15.82	11.45	14.92

Hourly Wage Ranges as of 6-30-93
by County

	Library Director	Assist. Director	Senior Lib.	Branch Lib.	Adult Lib.	Child. Lib.	Circ. Lib.	Tech. Lib.	Y.Adult Lib.	Other Lib.	Sr.Lib. Tech.	Library Tech.	Admin. Assist.
County: Barnstable													
# of Reporting Libraries	27	12	5	1	5	8	4	6	0	6	12	14	2
Low Minimum	6.00	6.69	11.44	11.44	8.69	6.35	8.59	6.87		4.50	7.08	6.00	10.69
High Minimum	24.50	17.39	13.89	11.44	12.00	14.69	9.93	13.38		9.52	12.21	9.78	11.18
Low Maximum	6.00	6.69	11.44	14.47	9.93	6.35	9.40	8.04		4.50	7.77	6.00	13.52
High Maximum	27.58	20.64	18.71	14.47	14.47	14.69	11.67	13.38		9.52	14.47	12.64	13.60
County: Berkshire													
# of Reporting Libraries	21	9	2	0	2	5	3	1	0	2	7	9	3
Low Minimum	5.50	4.25	8.05		9.10	7.23	5.80	7.99		9.77	7.25	4.50	7.99
High Minimum	25.82	15.43	13.05		11.52	14.00	6.73	7.99		11.52	8.82	7.66	12.04
Low Maximum	5.50	4.25	8.05		10.93	9.53	5.80	10.48		9.77	7.25	4.50	10.48
High Maximum	25.82	15.43	15.48		13.68	14.00	8.82	10.48		13.68	11.10	8.91	14.27
County: Bristol													
# of Reporting Libraries	21	10	6	5	9	11	4	4	0	8	15	15	5
Low Minimum	6.43	5.68	8.11	8.65	9.33	6.49	6.74	6.12		5.19	6.18	5.01	8.25
High Minimum	26.49	18.99	13.56	12.93	14.51	14.51	11.20	11.48		12.21	11.46	9.27	11.46
Low Maximum	6.43	5.68	8.11	8.65	12.00	6.49	6.74	6.12		5.46	7.05	5.80	10.03
High Maximum	26.49	18.99	21.46	20.48	18.87	18.35	11.20	13.80		21.46	14.17	10.94	12.46
County: Dukes													
# of Reporting Libraries	6	3	0	0	0	0	1	1	0	2	2	3	0
Low Minimum	10.86	10.69					8.84	10.82		7.34	8.05	7.71	
High Minimum	15.17	11.63					8.84	10.82		9.35	8.90	9.50	
Low Maximum	13.59	13.23					11.18	13.68		9.52	10.09	9.74	
High Maximum	19.19	15.59					11.18	13.68		11.85	10.96	12.72	
County: Essex													
# of Reporting Libraries	33	18	14	4	17	22	12	13	2	11	19	25	16
Low Minimum	9.55	7.99	6.96	11.43	6.52	7.50	7.65	7.69	9.99	7.56	5.92	4.38	7.92
High Minimum	25.04	18.84	16.62	15.09	15.22	15.22	12.56	15.22	10.80	15.22	12.16	10.55	13.79
Low Maximum	9.55	7.99	6.96	11.82	6.52	7.50	8.80	10.43	12.75	7.56	5.92	4.38	8.00
High Maximum	29.79	24.54	22.06	17.63	20.00	20.00	15.09	20.00	12.97	20.00	15.39	12.75	16.86

Hourly Wage Ranges as of 6-30-93
by County

	Library Director	Assist. Director	Senior Lib.	Branch Lib.	Adult Lib.	Child. Lib.	Circ. Lib.	Tech. Lib.	Y.Adult Lib.	Other Lib.	Sr.Lib. Tech.	Library Tech.	Admin. Assist.
County: Franklin													
# of Reporting Libraries	21	4	1	1	0	3	0	0	0	5	4	4	2
Low Minimum	4.50	5.06	11.82	10.99		8.13				4.25	7.07	4.25	6.00
High Minimum	17.88	12.93	11.82	10.99		11.98				9.86	9.25	8.48	9.86
Low Maximum	5.50	5.06	14.16	12.62		8.13				5.25	7.07	5.25	6.00
High Maximum	22.14	15.47	14.16	12.62		13.76				11.86	10.62	10.40	11.86
County: Hampden													
# of Reporting Libraries	18	7	6	2	5	10	1	5	0	4	9	12	6
Low Minimum	5.77	6.00	10.89	9.02	9.22	7.00	9.22	9.22		5.50	6.76	4.50	6.34
High Minimum	22.72	14.01	13.93	10.38	15.45	15.45	9.22	15.45		9.45	11.33	7.91	12.47
Low Maximum	5.77	6.00	12.66	11.36	10.24	7.00	10.69	9.45		5.50	6.76	4.50	7.43
High Maximum	25.27	17.48	18.67	16.93	17.39	17.39	10.69	17.39		11.36	13.17	10.31	13.86
County: Hampshire													
# of Reporting Libraries	20	6	2	1	3	5	6	3	0	3	4	7	2
Low Minimum	5.00	5.55	5.80	9.94	12.02	5.50	4.54	11.41		4.50	7.00	4.25	9.03
High Minimum	24.16	13.22	12.08	9.94	14.84	14.84	13.02	14.84		12.02	10.75	9.42	12.27
Low Maximum	5.00	5.55	5.80	14.39	13.32	5.50	6.00	13.71		4.50	8.00	4.25	13.16
High Maximum	26.58	19.11	14.69	14.39	18.03	18.03	17.38	18.03		17.38	15.82	11.45	14.92
County: Middlesex													
# of Reporting Libraries	55	36	26	12	35	35	20	20	7	15	39	42	23
Low Minimum	10.00	7.40	11.05	11.34	9.97	7.43	7.20	6.75	11.97	6.00	5.51	5.50	8.24
High Minimum	35.01	23.49	17.44	20.34	15.19	14.67	14.01	14.24	13.25	13.52	14.08	11.64	13.22
Low Maximum	10.00	7.40	11.36	11.99	11.20	7.43	7.59	7.20	12.79	9.00	6.08	6.45	9.33
High Maximum	35.01	28.46	24.15	27.45	20.62	20.62	18.22	18.71	19.97	17.60	17.73	15.05	18.92
County: Nantucket													
# of Reporting Libraries	1	1	1	0	0	1	0	0	0	0	1	1	0
Low Minimum	20.19	16.41	22.44			11.55					11.49	8.14	
High Minimum	20.19	16.41	22.44			11.55					11.49	8.14	
Low Maximum	20.19	16.41	22.44			11.55					11.49	8.14	
High Maximum	20.19	16.41	22.44			11.55					11.49	8.14	

Hourly Wage Ranges as of 6-30-93
by County

	Library Director	Assist. Director	Senior Lib.	Branch Lib.	Adult Lib.	Child. Lib.	Circ. Lib.	Tech. Lib.	Y.Adult Lib.	Other Lib.	Sr.Lib. Tech.	Library Tech.	Admin. Assist.
County: Norfolk													
# of Reporting Libraries	28	15	9	6	14	24	14	16	3	9	19	21	12
Low Minimum	12.69	8.55	10.24	11.65	9.30	8.09	6.75	7.92	10.17	9.34	6.32	6.55	7.92
High Minimum	30.15	24.14	17.96	17.43	14.24	16.00	14.24	16.00	14.24	13.65	12.75	10.00	12.41
Low Maximum	15.17	8.55	12.96	15.74	12.79	10.26	9.48	9.74	12.96	10.65	7.58	7.65	9.74
High Maximum	33.08	26.99	23.06	20.61	20.36	20.36	16.90	20.36	16.36	20.65	16.78	19.61	15.95
County: Plymouth													
# of Reporting Libraries	27	7	5	2	10	16	8	8	0	1	20	21	7
Low Minimum	8.50	8.29	11.89	12.70	10.00	6.81	7.51	7.97		10.71	6.81	4.46	8.68
High Minimum	22.86	16.90	15.49	13.23	15.39	15.39	14.04	13.24		10.71	12.18	9.58	12.71
Low Maximum	9.70	8.29	15.18	14.90	10.00	6.81	7.51	9.05		13.08	6.81	5.23	9.76
High Maximum	27.40	20.40	19.06	15.21	18.23	18.23	15.80	15.97		13.08	15.97	12.28	14.47
County: Suffolk													
# of Reporting Libraries	4	2	1	1	3	4	2	2	1	2	2	3	1
Low Minimum	14.19	11.62	19.31	22.13	9.51	10.24	8.91	10.24	18.22	8.17	7.30	5.00	11.32
High Minimum	53.56	34.31	19.31	22.13	12.34	14.10	10.90	19.04	18.22	19.61	10.32	9.42	11.32
Low Maximum	15.77	13.90	31.13	28.23	10.57	11.47	10.17	11.94	20.99	9.36	8.11	5.00	20.96
High Maximum	53.56	41.05	31.13	28.23	28.68	23.13	10.90	21.53	20.99	25.50	23.03	15.92	20.96
County: Worcester													
# of Reporting Libraries	57	25	12	3	10	28	11	8	4	10	22	30	3
Low Minimum	5.00	5.25	7.78	7.99	7.09	7.09	5.85	5.74	11.20	5.25	4.95	4.00	9.63
High Minimum	22.40	16.25	15.72	12.64	13.86	13.53	12.08	13.53	13.16	16.00	10.98	9.34	11.00
Low Maximum	5.00	5.25	7.78	9.71	7.09	7.09	6.05	6.24	14.18	5.25	5.43	4.25	12.19
High Maximum	32.57	19.18	20.82	18.71	17.12	17.27	15.29	17.12	16.65	16.00	15.29	12.19	13.05

Distribution of Educational Levels for Employees of Reporting Libraries by Position

Position	Other Doctorate	DLS/ MLS	Other Master's	BLS	Other Bachelor's	Assoc.	< 2 yrs. College	High School
Library Director	1%	65%	3%	2%	15%	5%	5%	5%
Assistant Director	1%	51%	5%	1%	18%	8%	9%	7%
Senior Librarian	0%	74%	5%	1%	11%	3%	2%	3%
Branch Librarian	0%	65%	4%	2%	17%	1%	4%	6%
Adult Svcs.Librarian	0%	85%	2%	1%	10%	1%	1%	1%
Childrens' Librarian	0%	49%	6%	2%	28%	6%	3%	5%
CirculationLibrarian	0%	10%	5%	1%	43%	9%	13%	19%
Tech.Serv.Librarian	1%	44%	3%	2%	26%	8%	7%	8%
Young Adlt Librarian	0%	67%	6%	0%	22%	0%	0%	6%
Other Librarian	0%	29%	6%	0%	29%	14%	12%	10%
Senior Technician	0%	2%	5%	1%	36%	17%	10%	20%
Library Technician	0%	1%	3%	1%	34%	15%	11%	28%
Admin. Assistant	0%	3%	3%	0%	25%	23%	13%	15%
Clerical Staff	0%	1%	3%	0%	15%	10%	9%	24%

Distribution of Educational Levels for Employees of Reporting Libraries by Population Group

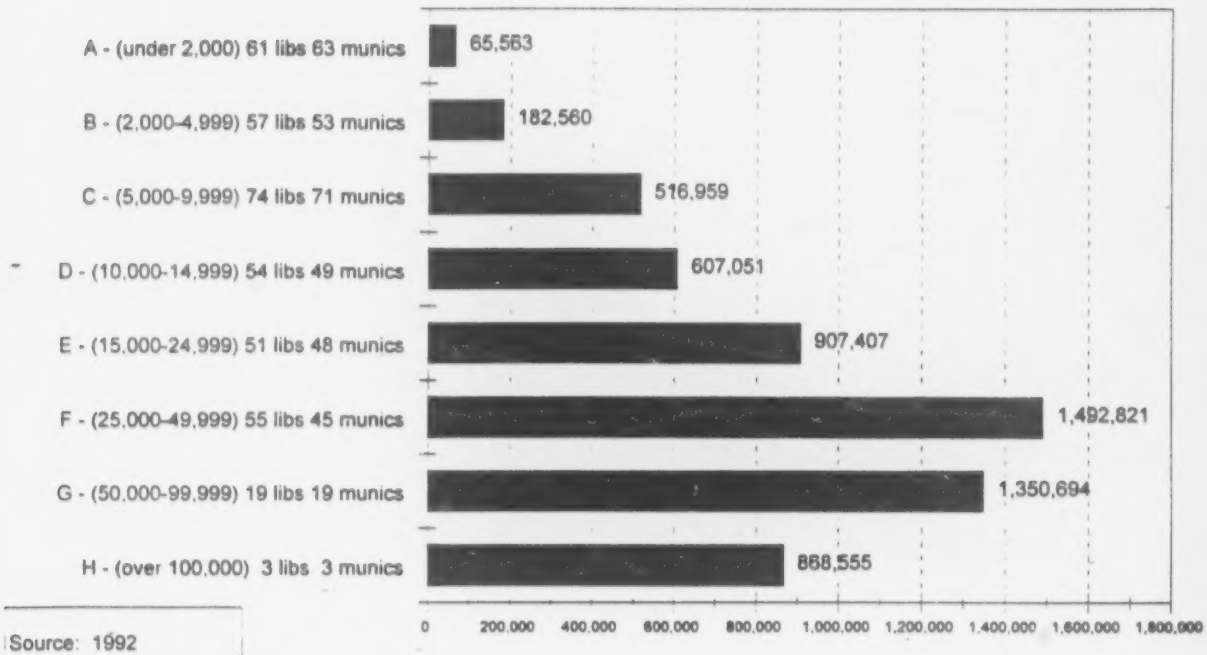
Population Group	Other Doctorate	DLS/ MLS	Other Master's	BLS	Other Bachelor's	Assoc.	< 2 yrs. College	High School
A 1 - 1,999	0%	10%	8%	0%	25%	21%	15%	23%
B 2,000 - 4,999	0%	14%	9%	2%	33%	16%	13%	12%
C 5,000 - 9,999	0%	16%	4%	2%	34%	12%	13%	20%
D 10,000 - 14,999	0%	24%	5%	1%	35%	11%	7%	16%
E 15,000 - 24,999	0%	29%	4%	1%	29%	12%	7%	17%
F 25,000 - 49,999	0%	30%	4%	1%	27%	12%	8%	17%
G 50,000 - 99,999	0%	34%	4%	1%	24%	9%	9%	18%
H over 100,000	0%	38%	1%	0%	5%	3%	2%	6%

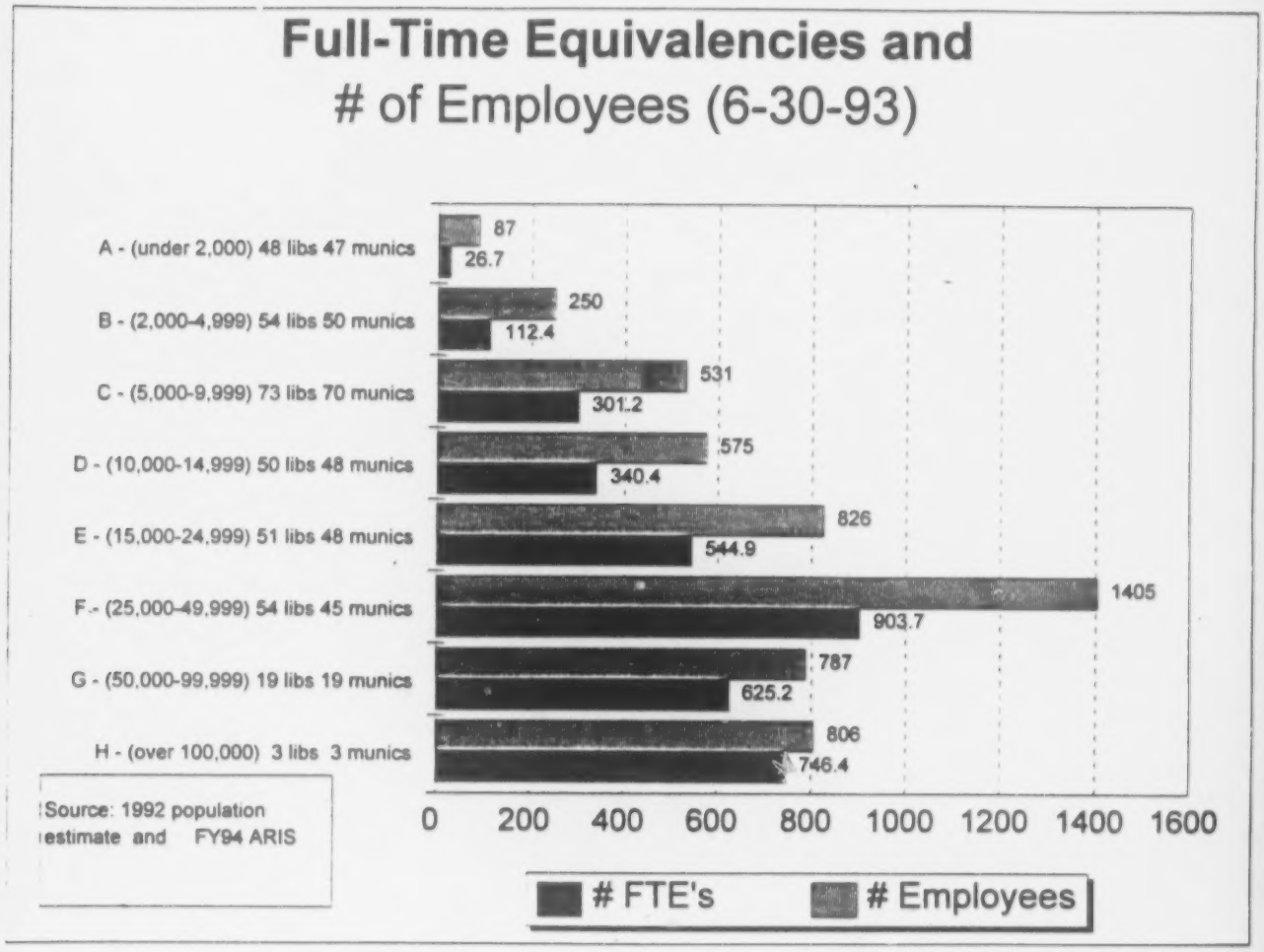
Reporting of Salaries and Education Levels

Population Group A - 47 of 63 municipalities. 48 of 61 libraries reporting
Population Group B - 50 of 53 municipalities. 54 of 57 libraries reporting
Population Group C - 70 of 71 municipalities. 73 of 74 libraries reporting
Population Group D - 48 of 49 municipalities. 50 of 54 libraries reporting
Population Group E - 48 of 48 municipalities. 51 of 51 libraries reporting
Population Group F - 19 of 19 municipalities and libraries reporting
Population Group G - 3 of 3 municipalities and libraries reporting

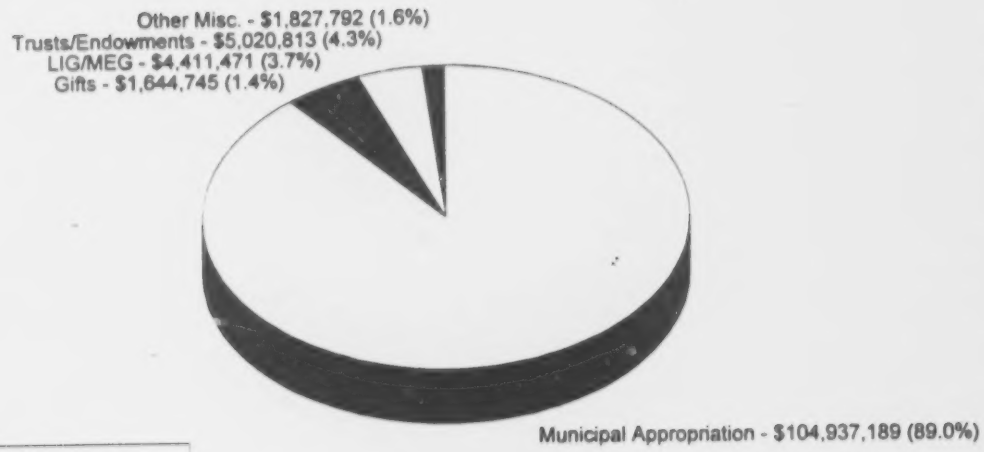
Population Served

by Population Group



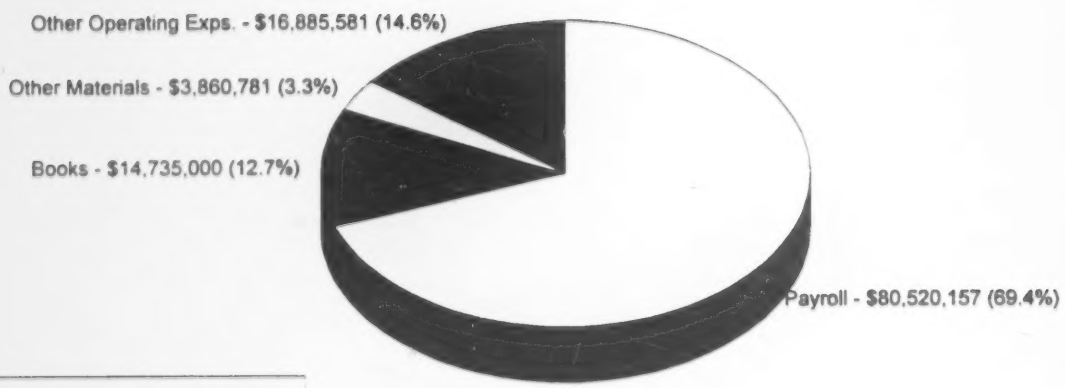

Full-Time Equivalencies and
# of Employees (6-30-93)
A - (under 2,000) 48 libs 47 munics
87
26.7
B - (2,000-4,999) 54 libs 50 munics
250
112.4
C - (5,000-9,999) 73 libs 70 munics
531
301.2
D - (10,000-14,999) 50 libs 48 munics
575
340.4
E - (15,000-24,999) 51 libs 48 munics
826
544.9
F - (25,000-49,999) 54 libs 45 munics
1405
903.7
G - (50,000-99,999) 19 libs 19 munics
787
625.2
H - (over 100,000) 3 libs 3 munics
806
746.4
Source: 1992 population estimate and FY94 ARIS
0
200
400
600
800
1000
1200
1400
1600
FTE's
Employees

Sources of Operating Income
FY93


Other Misc. - $1,827,792 (1.6%)
Trusts/Endowments - $5,020,813 (4.3%)
LIG/MEG - $4,411,471 (3.7%)
Gifts - $1,644,745 (1.4%)
Municipal Appropriation - $104,937,189 (89.0%)

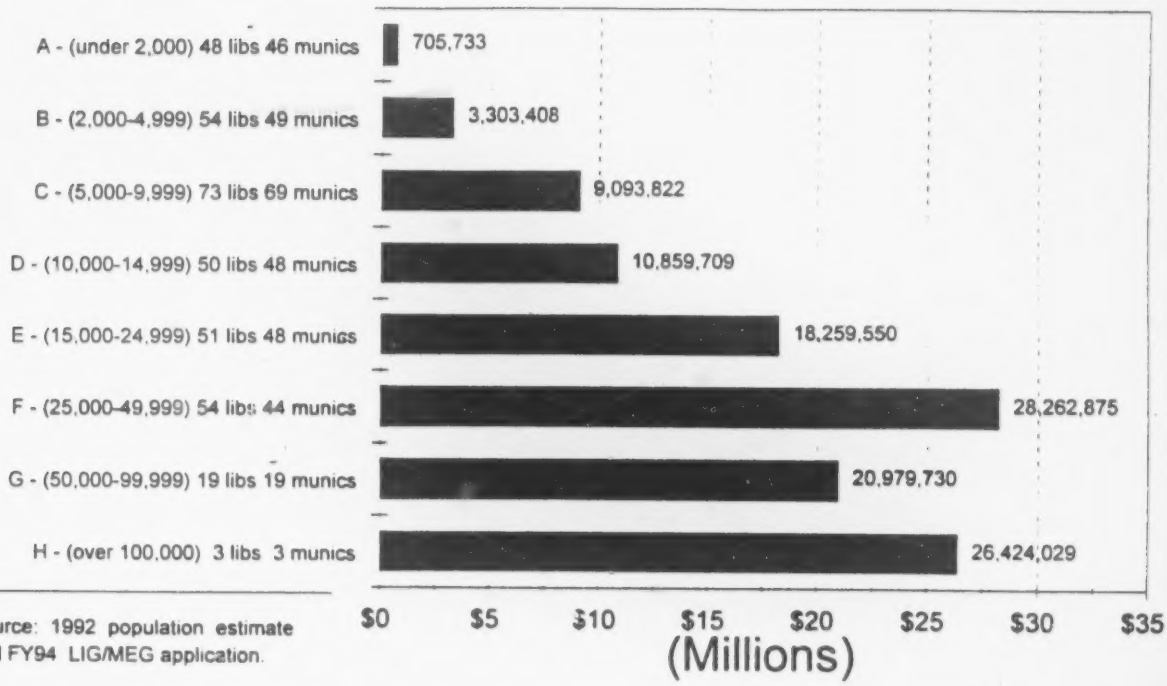
Source: FY94 LIG/MEG applications

Operating Expenditures
FY93



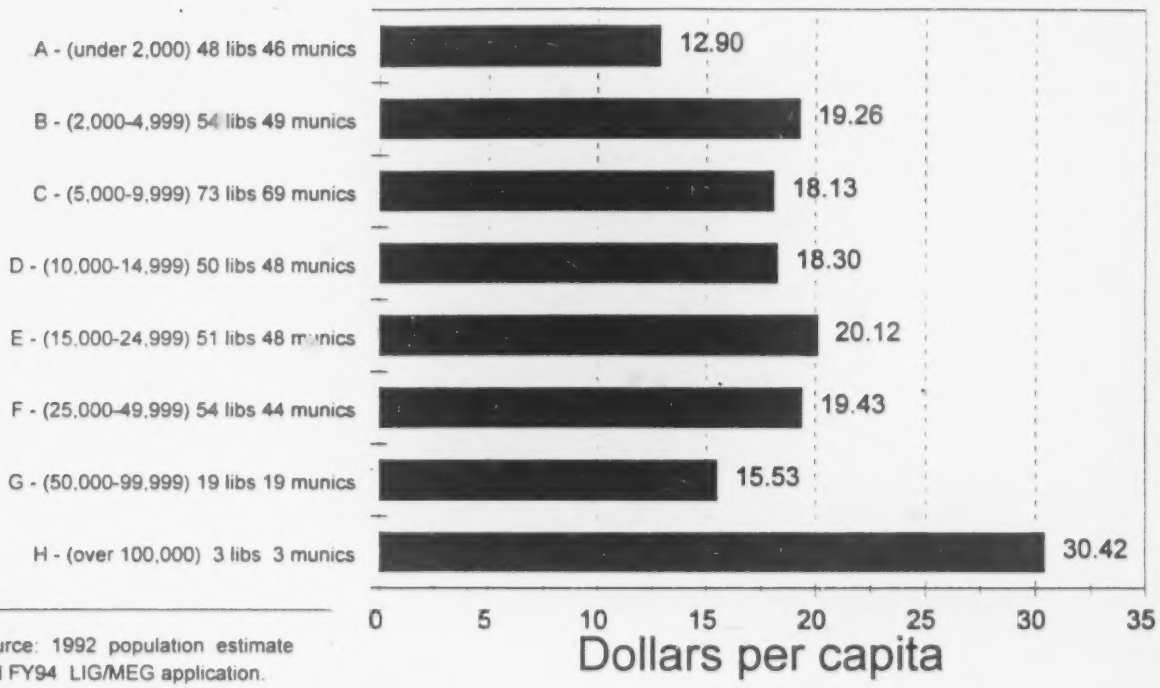
Source: FY94 LIG/MEG applications

Total Library Operating Income
FY93



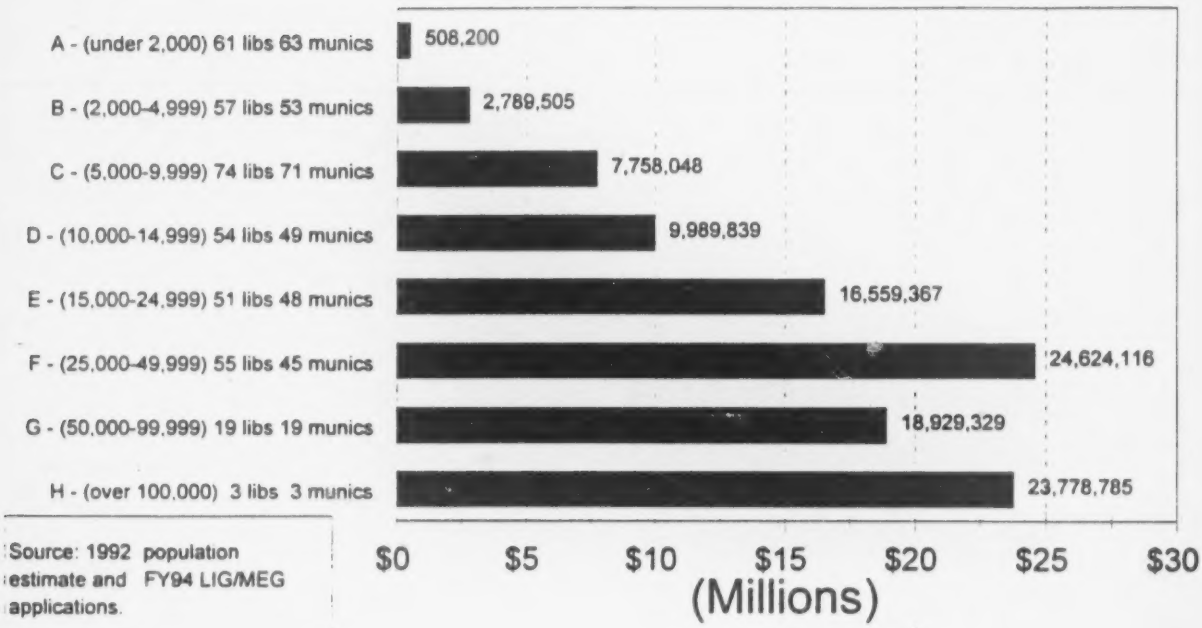
Source: 1992 population estimate and FY94 LIG/MEG application.

Library Per Capita Operating Income
FY93



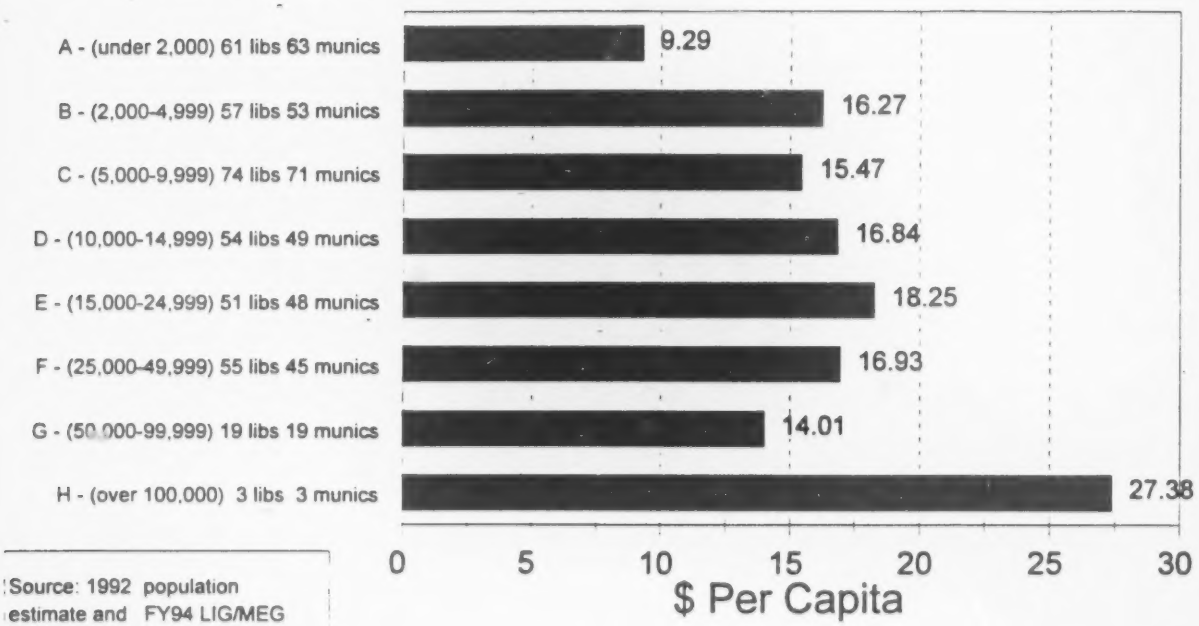
Source: 1992 population estimate and FY94 LIG/MEG application.

Total Appropriated Municipal Income
FY93



Source: 1992 population estimate and FY94 LIG/MEG applications.

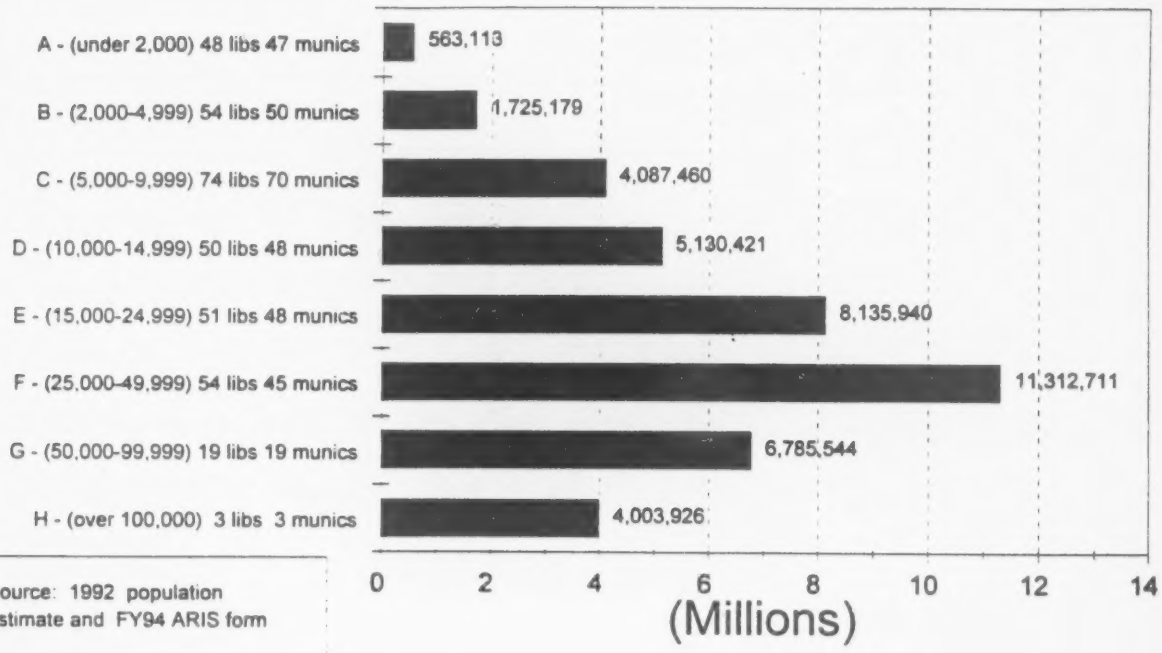
Total Appropriated Municipal Income
Per Capita FY93



Source: 1992 population estimate and FY94 LIG/MEG applications

Total Circulation Activity

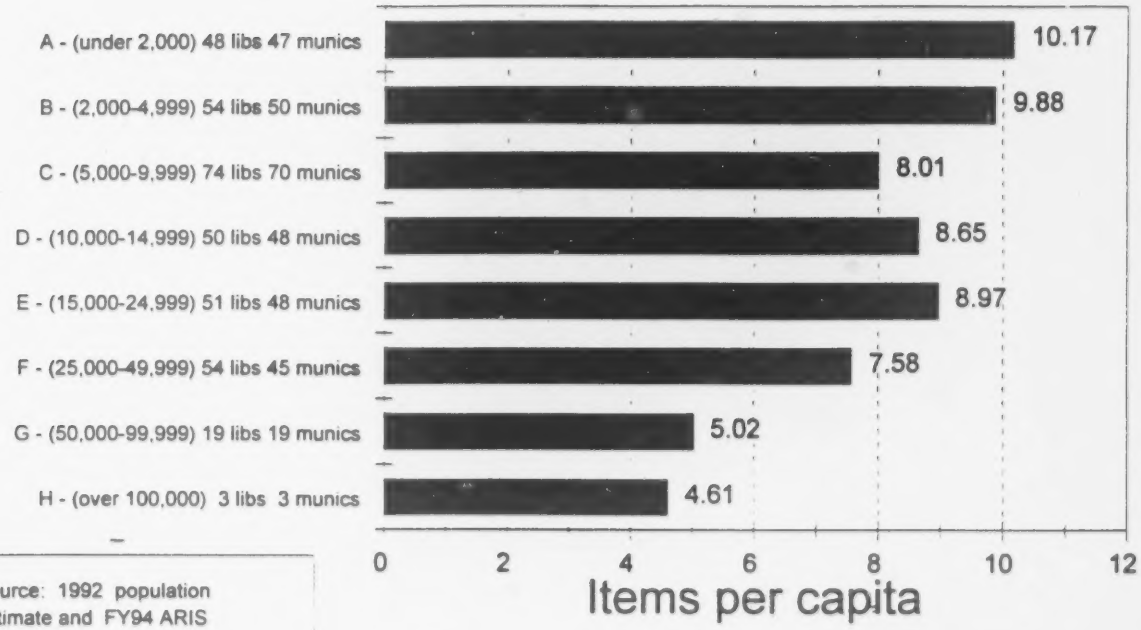
FY93



Source: 1992 population estimate and FY94 ARIS form

Circulation Activity Per Capita

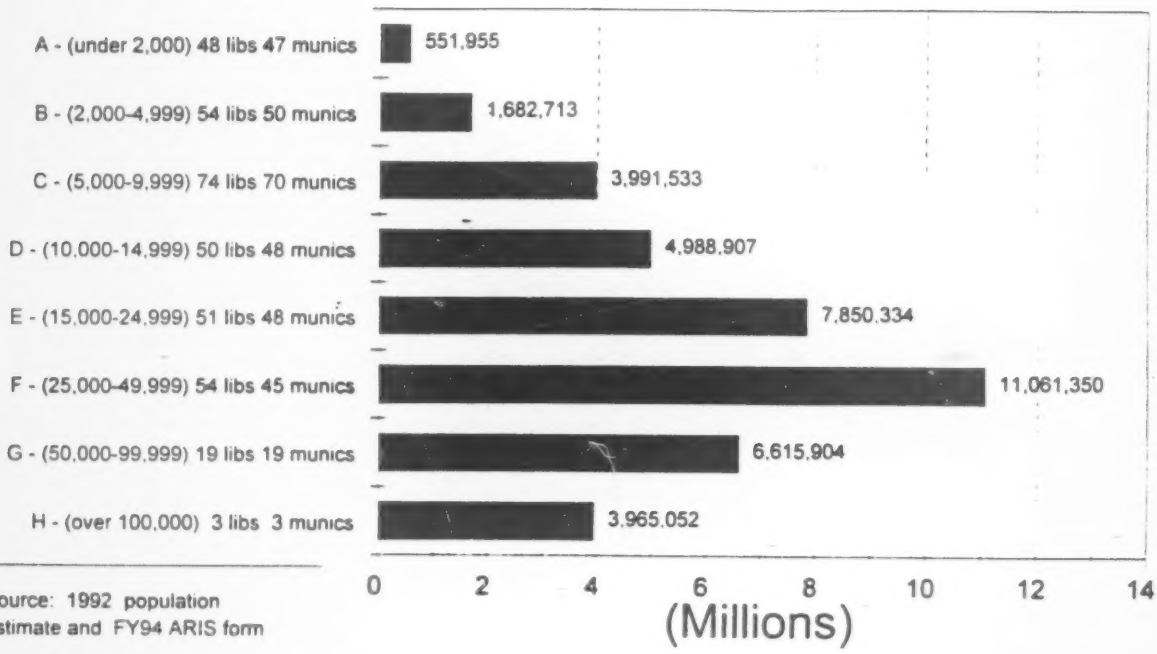
FY93



Source: 1992 population estimate and FY94 ARIS

Total Direct Circulation

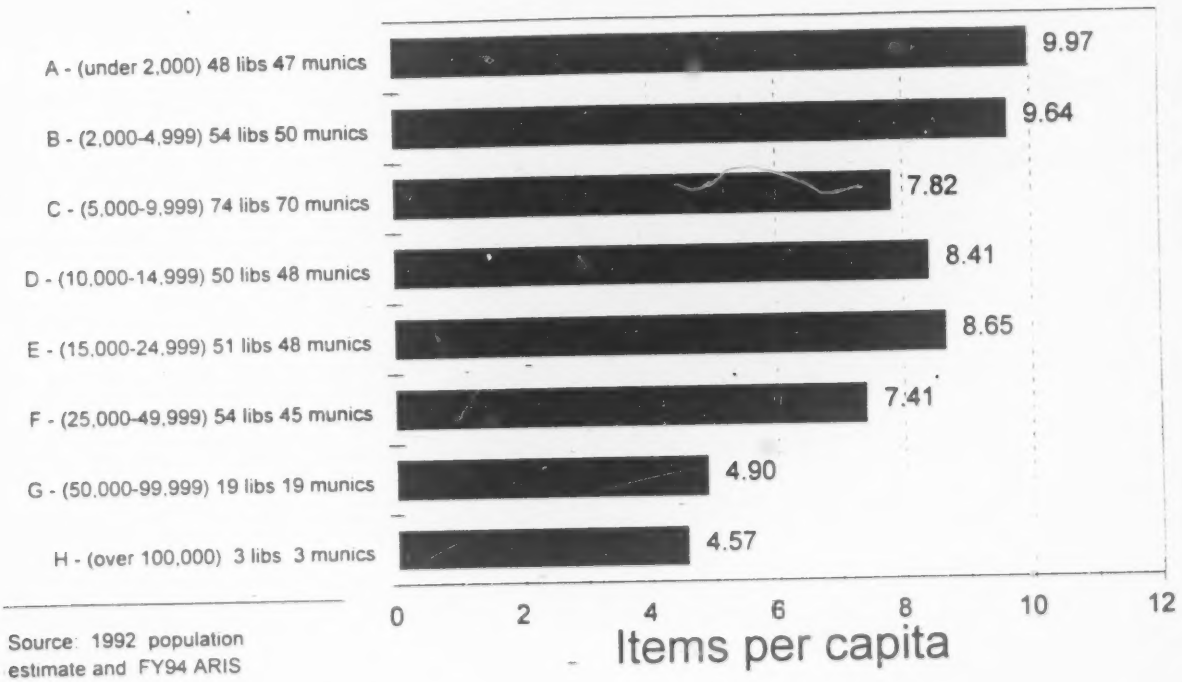
FY93



Source: 1992 population estimate and FY94 ARIS form

Direct Circulation Per Capita

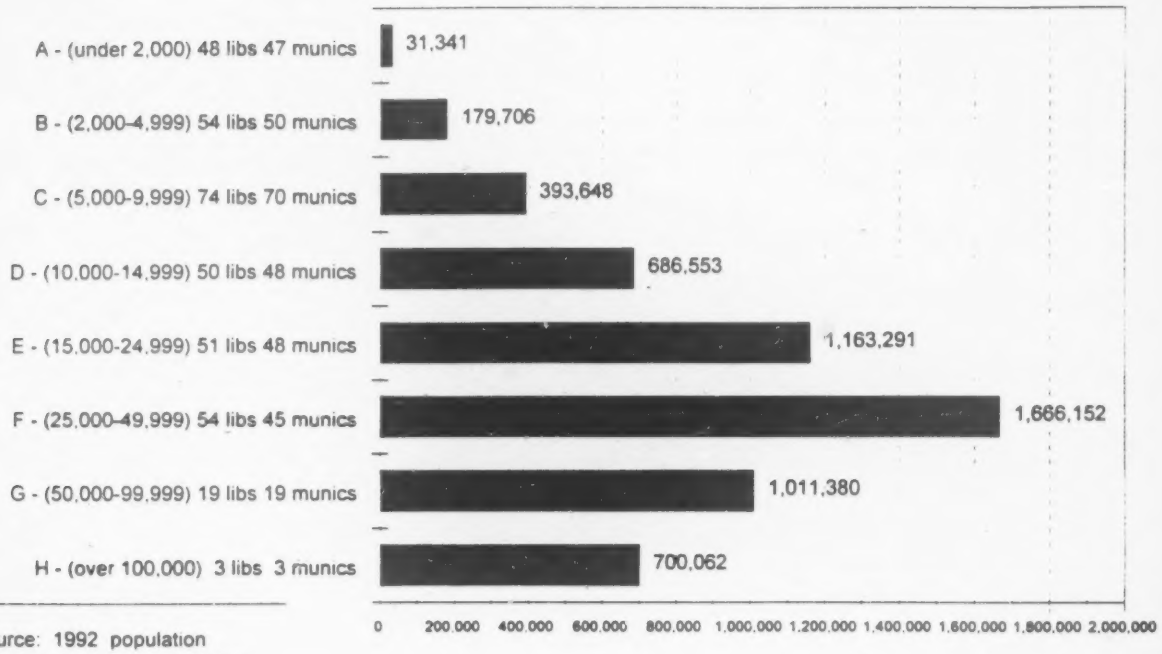
FY93



Source: 1992 population estimate and FY94 ARIS

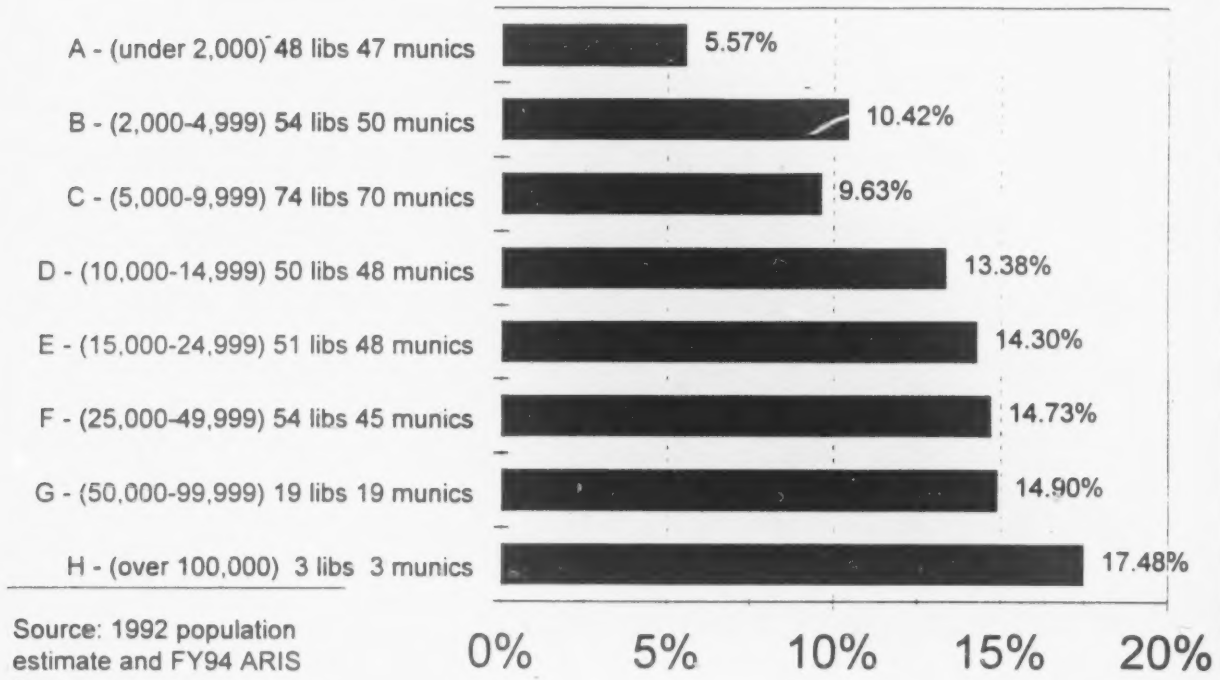
Non-Resident Circulation

FY93



Source: 1992 population estimate and FY94 ARIS form

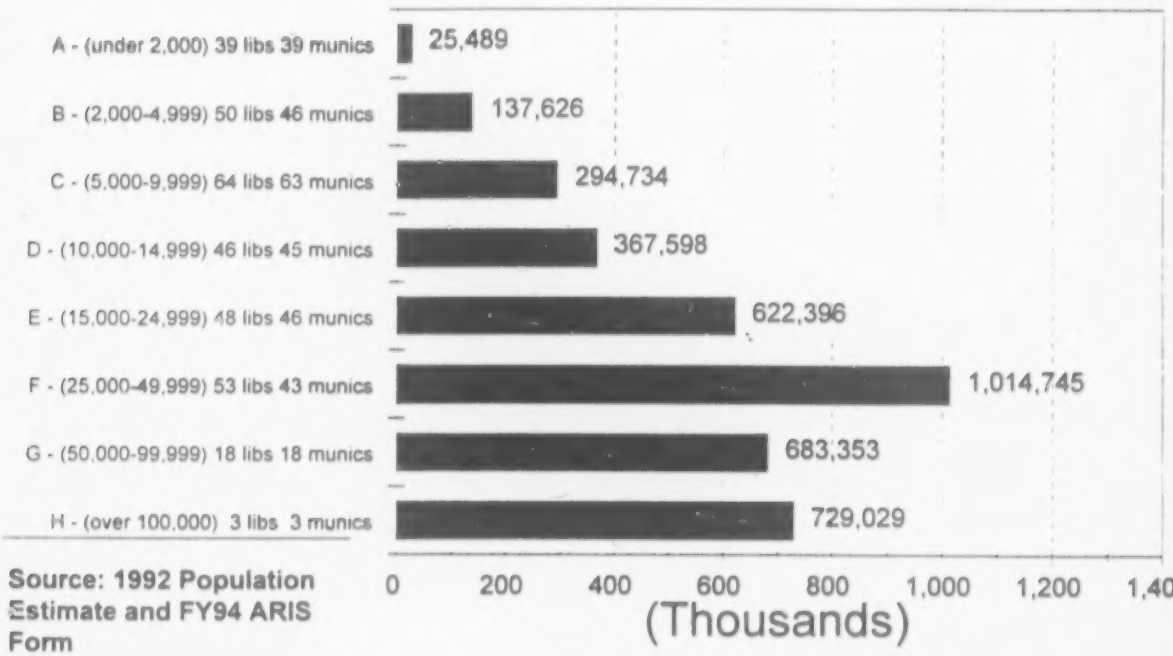
Non-Resident Circulation as % of Total Circulation Activity FY93



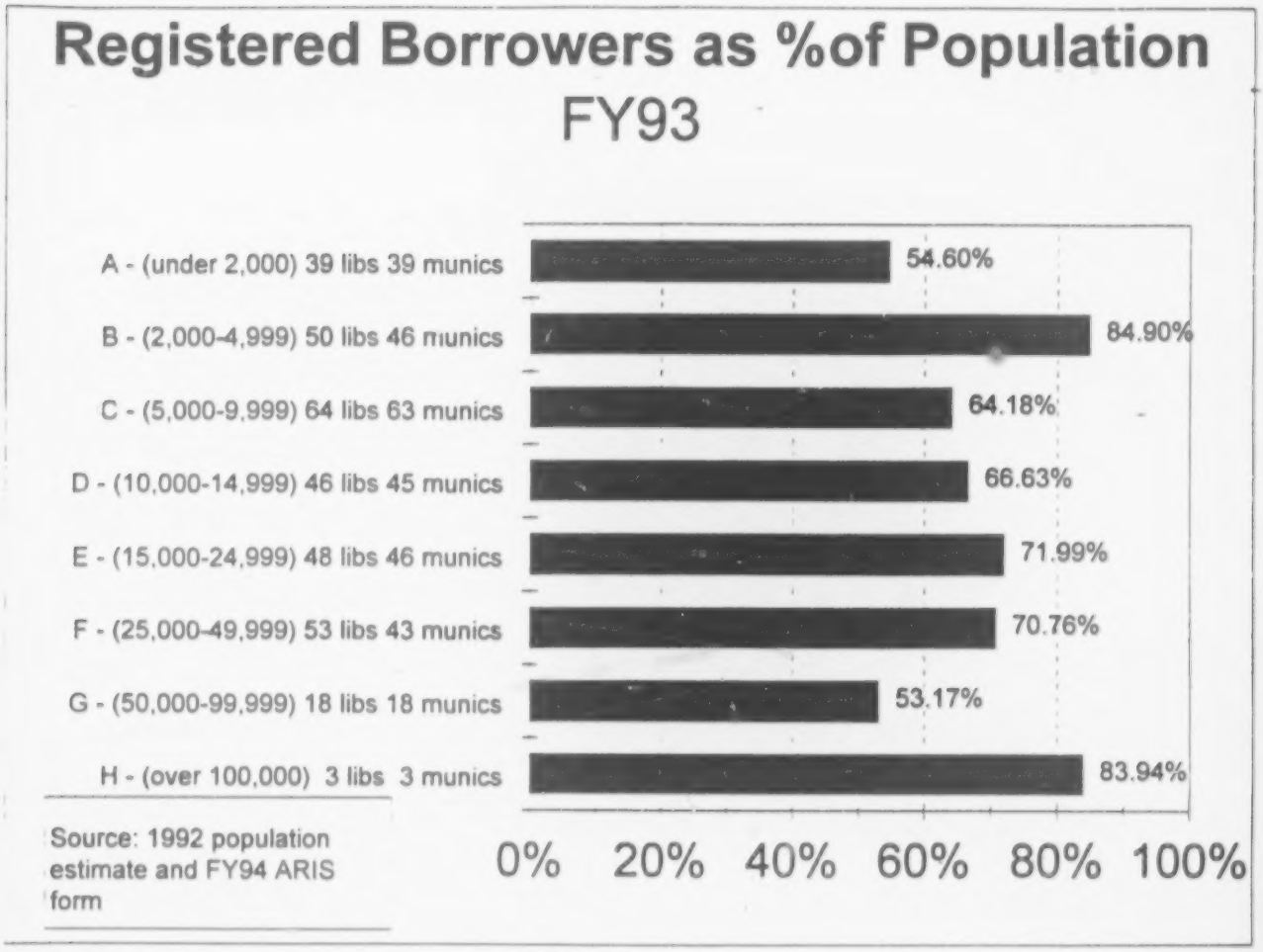
Source: 1992 population estimate and FY94 ARIS form

Registered Borrowers

by Population Group



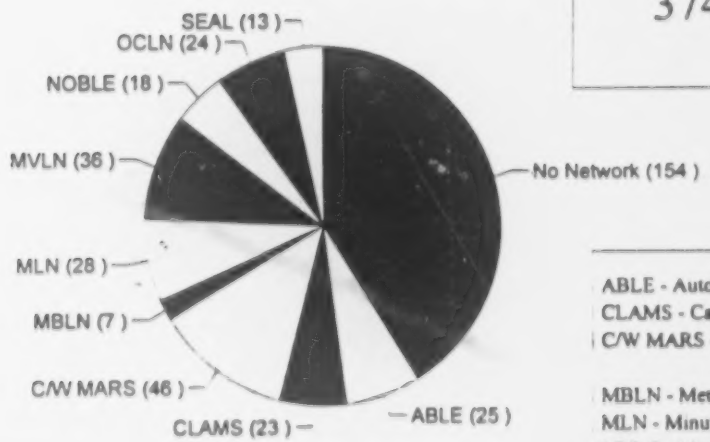
Source: 1992 Population Estimate and FY94 ARIS Form


Registered Borrowers as %of Population
FY93
A - (under 2,000) 39 libs 39 munics
54.60%
B - (2,000-4,999) 50 libs 46 munics
84.90%
C - (5,000-9,999) 64 libs 63 munics
64.18%
D - (10,000-14,999) 46 libs 45 munics
66.63%
E - (15,000-24,999) 48 libs 46 munics
71.99%
F - (25,000-49,999) 53 libs 43 munics
70.76%
G - (50,000-99,999) 18 libs 18 munics
53.17%
H - (over 100,000) 3 libs 3 munics
83.94%
0% 20% 40% 60% 80% 100%
Source: 1992 population estimate and FY94 ARIS form

Network Membership*

March, 1994

374 Libraries



ABLE - Automated Bristol Lib.Exchange
CLAMS - Cape Libs.Aut.Mats.Sharing
C/W MARS - Central/Western MA Aut. Resource Sharing
MBLN - Metro Boston Lib. Network
MLN - Minuteman Library Network
MVLC - Merrimac Valley Lib. Consortium
NOBLE - North of Boston Lib. Exchange
OCLN - Old Colony Library Network
SEAL - Southeastern Automated Libs.

*network sections include dial-up members